

1980

# A Handbook For and About Working Women in Maine

Maine Commission for Women

Maine Department of Manpower Affairs

Marilyn "Jo" Josephson

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# A HANDBOOK FOR AND ABOUT WORKING WOMEN IN MAINE

Maine Commission for Women  
in Collaboration with  
Maine Department of Manpower Affairs,  
Research Division

A HANDBOOK  
FOR AND ABOUT WORKING WOMEN  
IN MAINE

Researched and Written by  
Marilyn 'Jo' Josephson

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## **WHAT THIS HANDBOOK IS ABOUT**

This handbook is for and about the over 200,000 Maine women who share in 41 percent of Maine's labor force.

The time has come to see who these women are and where they are working. It is time also to inform these women about recent legislation, trends, and training opportunities that are affecting their present and future status in Maine's labor force.

This handbook includes, but is not limited to:

### **Legislation affecting:**

- . Older women workers, pregnant workers, minority women workers, unemployed women, and displaced homemakers
- . Women seeking employment in male dominated industries and occupations

### **Trends in:**

- . Job-sharing
- . Nonmandatory retirement
- . Equal pay for work of comparable value
- . Pension plans

### **Training opportunities for women in:**

- . Vocational education
- . Apprenticeships
- . Labor education

### **Statistics describing:**

- . The growth rate of Maine's female labor force since 1950
- . The numbers of working mothers in Maine in 1970
- . The impact of affirmative action on working Maine women between 1970 and 1976

## HOW TO USE THIS HANDBOOK

There are seven major sections in this handbook. The first deals with working women themselves; the other six describe their work, wages, unionization, part-time work patterns, unemployment, and job training opportunities. Each of the seven sections contains:

- Background information usually of a statistical nature.
- Practical information under the heading: "Did You Know?" informing Maine's working women about legislation, trends, and programs that they should be aware of.

An eighth section, "Working Woman's Address Book," describes a number of organizations that should be of interest and assistance to Maine's working women.

A ninth and final section contains statistical tables for those desiring more detailed information than contained in the narrative.

Several terms used in this handbook require clarification:

- **Affirmative Action:** Phrase first stated in 1961 when President Kennedy issued an executive order establishing an obligation on the part of federal contractors not only to refrain from discrimination but to undertake "affirmative action" to increase the number of women and minorities at all levels and in all segments of the labor force.
- **Labor Force:** All persons 16 years of age or over who are either employed or unemployed, excluding persons serving in the armed forces.
- **Labor Force Participation Rate:** The percent participation of the total civilian non-institutional population or of a particular subgroup of that population that is "in the labor force."  
example:  
$$\frac{\text{total number of women in the labor force}}{\text{total number of women, age 16 and over}} = \frac{\text{female labor force}}{\text{participation rate}}$$
- **Occupational or Industrial Participation Rate:** The percent participation of a particular subgroup in the labor force that is employed in a specific occupation or industry.  
example:  
$$\frac{\text{total number of women carpenters}}{\text{total number of carpenters}} = \frac{\text{the percent of car-}}{\text{penters who are women}}$$

- **Percent Distribution:** The percentage distribution of all members of a particular group among all occupations or industries. Percent distribution indicates where members of a particular group cluster.

example:

$$\frac{\text{total number of women employed as carpenters}}{\text{total number of women employed in all occupations}} = \text{percent of employed women who are carpenters}$$

- **Service Industries:** Industries which provide a wide variety of services to individuals and business establishments. They employ workers in the white, blue collar, and service occupations. Service industries include hospitals and schools.
- **Service Occupations:** All industries employ workers in service occupations. The numerically important groups include food workers and attendants in hospitals. Service occupations also protect the public against crime, fire, and accidents.
- **Underemployment:** A situation in which an individual's education or experience is greater than others in similar jobs or at similar pay levels. Many clerical workers are underemployed.
- **Underutilization:** A situation in which fewer numbers of women are employed in specific occupations than would be expected in view of their availability in the labor force.

## WORKING WOMEN OF MAINE: YOUR HERITAGE

Portions of a speech given by Janet Mills, a lawyer with the Maine Attorney General's Office, at the Maine Women's Conference, Colby College, April 15, 1978. The Conference was sponsored by the Maine Civil Liberties Union and the Maine Attorney General's Office.

"I am proud to be born and to live in a State whose past and whose present can boast of so many pioneer women, seafaring women, farm women and family women; so many women writers, artisans, artists, and opera stars; lady trappers, hunters, nurses, packers, pickers, pulpers, truckers, doctors, clerks, and clerics.

"In preparing for this conference, I became quite curious about Maine women in our past. In reading up on the subject. . .I learned about great reformers like Dorothea Dix and Harriet Beecher Stowe. . .about a woman named Elizabeth Oakes Prince, a preacher and an ardent advocate of women's rights in the eighteen hundreds. . .who was the first American woman to appear on the lecture platform.

"I learned about black women, Native American women, and Franco-American women who strove to make this State a finer, freer place to live, despite the double disability of being a minority and a woman in a white English man's world. . .

"I learned about religious leaders of this State, like Sybil Jones and Augusta Stetson; about labor leaders like Alzina Stevens from Parsonsfield; early photographers like Chansonetta Stanley Emmons, and seafaring women like Mary Brown Patten, who, at age 22, was able to navigate and take command of a fully rigged clipper ship.

"And I learned with some interest about the stylish and assertive Cornelia Thurza Crosby, a Franklin county woman, also known as "Flyrod," and how she became a prominent Maine wilderness guide.

"I learned about prominent lawmakers like Gail Laughlin, attorney, legislator, and State senator, who chaired the judiciary committee in 1939 and 1941. I learned how she led the fight against "protective labor legislation," which would have effectively denied women the right to earn a living; and how, back in 1923, she drove to Washington and personally lobbied President Coolidge for an equal rights amendment to the Constitution.

"And of course I read about Margaret Chase Smith, who spoke out so courageously against McCarthyism in the 1950s, and who is still the only woman to have served in both houses of Congress, still the only woman to have run successfully for the United States Senate 1/. . .And to you know, in her first Senate election, she opposed three prominent men, including two rather wealthy former governors, and that she soundly defeated them by a margin of three to one?

I gradually came to see how these women and many others like to represent our roots, our spiritual resources. I was proud of them, admired them for their Yankee independence, their courage, and their stubborn self-reliance.

"Yet I wondered how far we'd come from the paternalism and protectionism which they fought against in the past. Today many more women are working than ever before. We are 40 percent of the workforce, and we are working out of need, not out of greed. Yet the earnings gap between men and women only widens. And our average wage is less than 60 percent that of men. We strive for economic parity; instead we are met with cries of "reverse discrimination" and people who would make us feel that it is we who are being unfair. . .

"Over the last few months, I have been asked the question: Why do you women need a conference? And I am inclined to respond: Why do you need to ask?

Why is it that Maine women earn so little as compared to men?

Why is it that the only two economic categories in which women outdo men are unemployment and poverty?

Why are there still so few women in important executive positions and in high government offices?

Why are we still not protected on our jobs from discrimination which is based solely on the condition of pregnancy? 2/ . . .

And why is the very basic idea of equality between men and women not yet a constitutional guarantee? 3/

"We have much to learn here today. . . We cannot and will not turn back the clocks to the time when we women were segregated, prevented from using our skills and abilities, barred from all places of power.

- 1/ In November 1978 Nancy Landon Kassebaum of Kansas became the second woman elected to the U.S. Senate.
- 2/ In October 1978 the U.S. Congress declared that women affected by pregnancy, childbirth, or related medical conditions be treated the same for all employment related purposes, including receiving benefits under fringe benefit programs, as non-pregnant persons who are similar in their ability or inability to work.
- 3/ The Equal Rights Amendment has been ratified in 35 states. Ratification by three more states is required if it is to become law.

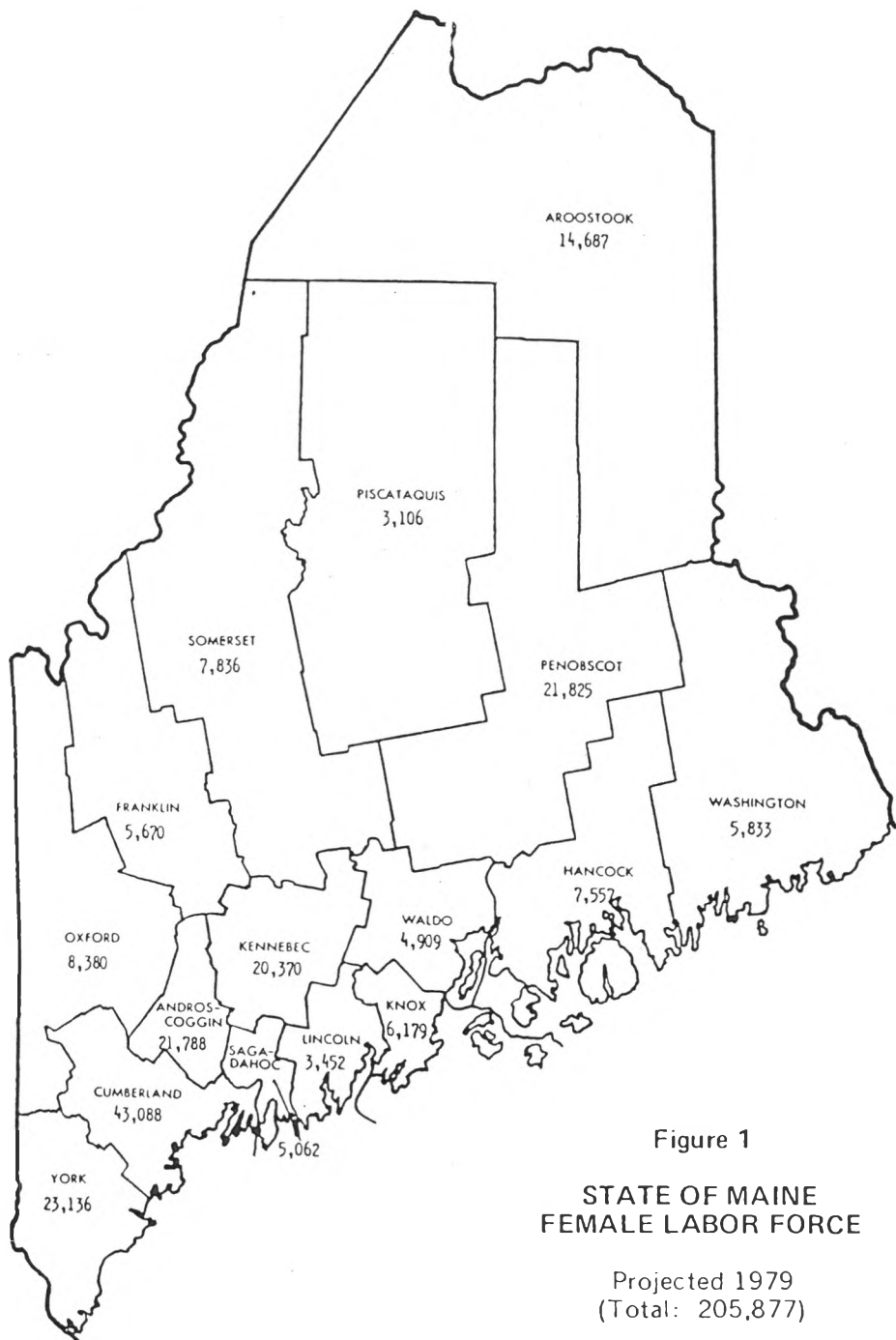


Figure 1

**STATE OF MAINE  
FEMALE LABOR FORCE**

Projected 1979  
(Total: 205,877)

Source: Maine Department of Manpower Affairs

## **WORKING WOMEN OF MAINE: YOUR STATUS IN THE SEVENTIES**

### **. Your Labor Force Participation Rate is Increasing:**

Approximately 28 percent of Maine women participated in Maine's labor force in 1950; 40 percent in 1970; and it is estimated that 49 percent of you will be in the labor force by 1979.

### **. While the Marriage and Birth Rate is Decreasing:**

In 1975 there were 11,190 marriages in Maine, 215 fewer than in 1970; there were 15,232 births, 2,605 fewer than in 1970.

### **. And the Divorce Rate is Increasing:**

In 1975 the 5,526 divorces in Maine represented the highest number of divorces in the history of the State; women were the plaintiffs in 73 percent of the cases.

### **. Your Wages Are Lower than Men's:**

Maine women earned 57.9 percent the wages of Maine men in 1970; nationwide women earned 59.4 percent the wages of men. In 1975, women nationwide earned 58.8 percent that of men. The wage gap is increasing!

### **. And Your Unemployment Rate is Higher:**

In January 1978, the unemployment rate for women in Maine was 8.8 percent; the unemployment rate for men was 7.5 percent.

### **. Even Though it has been Found that You Work Longer and Harder than Men:**

According to a study by the University of Michigan, effort given to the job by women is 112 percent of that given by men. The average employed male spends about 11 percent of each work day in coffee breaks, relaxation, socializing, and lunch break time beyond the normal period; women, on the other hand, spend only 8 percent in scheduled and nonscheduled breaks.

### **. Too Many of You Hold Low Paying Clerical Positions:**

In 1976, 28 percent of all employed women in Maine were in clerical positions.

In 1977 approximately 49 percent of the women employed in Maine State government held 85 percent of the office-clerical positions in State government.

**Too Few of You Hold Managerial and Administrative Positions:**

In 1976 women held one out of every five managerial positions in Maine. In 1977-78, only one woman was superintendent of a Maine school system.

**Too Few of You are Highly Paid Skilled Craftworkers:**

In 1976 women held approximately six out of every 100 skilled craft jobs in Maine.

**However, the Number of Women Managers and Administrators in Selected Industries in Maine Appears to be Increasing:**

Between 1970 and 1976 the percent distribution of women in managerial positions in Maine rose from:

13.6 to 21.4 percent in Public Administration

7.9 to 15.7 percent in Finance, Insurance, and Real Estate

**As are the Opportunities for Women in High Paying Skilled Craft Work:**

In 1976, an increase in the number of women enrolled in non-traditional vocational education programs was mandated by the federal government in an effort to end sex discrimination, bias, and stereotyping in vocational education.

In 1978, federal regulations were issued requiring:

All registered apprenticeship programs to make a good faith effort toward achieving a 20 percent participation rate for women.

All construction companies holding federal contracts to make a good faith effort toward achieving a 5.0 percent participation rate for women in skilled craft employment by March 31, 1980.

**Working Women in Maine: Change Though Slow is Occurring. A Lot Depends on You!**





## Women Workers in Maine WHO ARE YOU?

Who are the 205,877 Maine women who will make up Maine's female work force in 1979?

Although numerous categories have been developed to describe them, working women refuse to be contained by a single category, fitting into several categories simultaneously and into most categories in the course of time. It is interesting to note that many categories describe working women in terms of their marital and family responsibilities; e.g., single working women, working wives, married working women postponing childbirth, pregnant working women, working mothers (married, divorced, separated, widowed, never married), and women returning to or beginning work after raising a family.

For the purposes of this section, working women in Maine are grouped in the following categories:

- . Young, Middled Age, and Older Working Women
- . Pregnant Working Women
- . Working Mothers
- . Female Heads of Family
- . Minority Working Women

It is necessary but unfortunate that much of what we know about these working women in Maine is in the form of statistics derived from the 1970 Census and more recent state, regional, and national surveys. For those desiring a nonstatistical portrait of working Maine women, several video tapes of women working in manufacturing and food processing in Waldo County are available. (See "Working Woman's Address Book, Women's Media Network.")

## WORKING MAINE WOMEN: YOUNG, MIDDLE AGED, AND OLDER:

Whatever your age, you are working not only because you enjoy working but because you need to work!

### Age: Twenty to Twenty-Four

You are an object of curiosity to labor force analysts because your age group showed a greater increase in labor force participation rate than any other age group in Maine between 1960 and 1970—from 40 to 53 percent! And if projections are correct, by 1979 your age group will have the highest female labor force participation rate (65 percent) in Maine! This means that almost two-thirds of your age group, or 31,000 of you, will be in the labor force by 1979! Your rate is increasing simply because an increasing proportion of you are remaining single, holding a job after marriage, postponing childbirth, or joining the labor force before your children start school.

### Age: Twenty-Five to Thirty-Four

You are in the most fertile childbearing years of a woman and because of that, in 1960 you had one of the lowest (32 percent) labor force participation rates among women in Maine. Yet, by 1979 statisticians predict that 59 percent of your age group, or 41,000 of you, will be in the labor force. Declining birth rates and an increasing number of divorces in Maine have contributed to the phenomenal increase in your labor force participation rate.

TABLE 1  
BIRTH RATE PER 1000 POPULATION  
STATE OF MAINE: 1960, 1970, 1975

Year	Birth Rate Per 1000
1960	24
1970	18
1975	14.4

Source: "Maine Vital Statistics," State of Maine Department of Human Services. Table 5.

TABLE 2  
NUMBER OF DIVORCES  
STATE OF MAINE: 1960, 1970, 1975

Year	Number
1960	2,025
1970	3,841
1975	5,526

Source: "Maine Vital Statistics 1975," State of Maine Department of Human Services. Table 15

Divorce and separation are not the only reasons for the increases in your labor force participation rate. Some of you, committed to careers that were encouraged by changing role perceptions and increased educational and employment opportunities that arose in the late 60s, never left the work force.

**Age: Thirty-Five to Forty-Five**

Freer of child care responsibilities, your age group has always had a relatively high labor force participation rate. It is not surprising that almost two-thirds of your age group, or over 37,000 of you, will be in Maine's labor force by 1979. Inexperience or rusty skills are the major problems of your age group, as it begins to enter or reenter the labor market.

**Age: Forty-Five to Sixty-Four**

By 1979 almost 66,000 of you will be in the labor force. Your group's labor force participation rate will be a mere 55.2 percent; third lowest among working women in Maine. Yet in 1960 your group had the highest labor force participation rate of any other group of women. Early retirement, due to social security and increased pension plans are one cause for this decline. However, a more significant reason for this decline, according to the Maine Committee on Aging, is the withdrawal from the labor force by many older women who do not think they can find a job! In a 1975 survey of Maine's elderly, the Committee found that for every older woman who was unemployed, "there were three women who reported that they would like a job but were not looking for work" (were not in the labor force). "The main reason these hidden unemployed gave for not looking for work revolved around the idea they thought they were too old to be hired!" Yet, evidence indicates that older workers are more reliable, have lower rates of absenteeism, and are more willing to learn new tasks.

**TABLE 3**  
**PERCENTAGE OF WOMEN AGE 45 TO 64 AND OVER IN THE**  
**LABOR FORCE AND WORKING 35 OR MORE HOURS A WEEK**  
**MAINE: 1970 AND 1975**

Age	In Civilian	Labor Force	Working 35 Hours/Week. or More	
	1970	1975	1970	1975
45-49. ....	56.5	NA	37.6	NA
50-54. ....	55.7	NA	38.1	NA
55-59. ....	51.4	NA	35.8	NA
60-64. ....	40.1	23	26.7	16
65-69. ....	20.2	11	10.1	4
70-74. ....	9.1	5	4.3	2
75 & over .	5.7	3	2.7	1

Source: "Over Sixty in Maine: A Progress Report", Maine Committee on Aging.

NA: Not Available

## DID YOU KNOW?

### . IT IS UNLAWFUL FOR AN EMPLOYER TO ASK YOU YOUR AGE WHEN YOU ARE APPLYING FOR A JOB

Two pieces of legislation are particularly important to Maine women entering or reentering the labor force after many years of full-time family responsibility:

- . Federal Age Discrimination in Employment Act
- . Maine Human Rights Act

The federal law prohibits discrimination in employment against persons 40 to 70 years of age by employers with 20 or more employees. The Maine Human Rights Act prohibits discrimination against persons of any age by employers of any number of employees. Under the Maine Human Rights Act, it is an unlawful employment practice for an employer to:

- . Ask you your age when you are applying for a job
- . Fail or refuse to hire you because of your age
- . Discharge you, or discriminate with respect to tenure, promotion, transfer, compensation, terms, conditions, or privileges of employment because of your age

If you feel you have been discriminated against because of your age, contact the Maine Human Rights Commission. (See "Working Women's Address Book, Maine Human Rights Commission.")

### . YOUR HOMEMAKING SKILLS AND VOLUNTEER EXPERIENCE SHOULD BE INCLUDED IN YOUR "ENTRY-REENTRY RESUME"

When seeking paid employment after many years of work at home, you should include in your resume the skills you derived from your unpaid work experience.

The following is excerpted, with permission, from the Pennsylvania Commission for Women's "Homemakers Job Hunting Guide":

- . "Homemaking Skills: The management skills you have used in the home are often similar to those employed in the business world; e.g., scheduling time, setting priorities, budgeting, running the finances. Treat your home experience just as you would your paid work experience. Look very closely at the skills and abilities you have developed over the years in making your home and family function efficiently."
- . Volunteer Experience: Essential skills and abilities are acquired in volunteer work. When assessing your volunteer experience, be specific about the positions you have held in the organization and the jobs you have performed. Relate the skills and abilities necessary to serve in that capacity."

“One fact to remember when assessing your experience: No matter whether it is in paid employment, homemaking, or volunteer work, it is something the young woman entering the job market isn't likely to have yet. Your varied experience is an asset when presented well.”

## **RETURNING TO SCHOOL AFTER AGE 35 CAN HELP YOUR CAREER**

Under the names “Continuing Education,” “Adult Education,” “Evening Division,” etc., a wide variety of programs are available to adults through the University of Maine System. They range from self-help courses to graduate programs and fulfill the needs of those adults who want to:

- brush up on rusty skills or gain new ones,
- obtain undergraduate or graduate degrees before entering or reentering the labor market,
- obtain credentials necessary to enter a different line of work, or
- keep up with new developments in their chosen field.

A sampling of the nontraditional evening programs available at the University of Maine in the spring of 1979 includes a “Practicing Secretarial Certificate” program at the University of Southern Maine and “Assertiveness Training” and “Women in Management” seminars at the University of Maine, Augusta. More traditional evening courses range from “Advanced Technical Writing” and “Computer Programming/Fortran” to “Leadership in Nursing” and “Real Estate Practice.” (See “Working Woman’s Address Book, University of Maine, Westbrook College, Catalyst, and Maine Department of Manpower Affairs.”)

## **PART TIME WORK IS AVAILABLE FOR PEOPLE AGE 55 AND OLDER**

The Senior Community Service Employment Program (SCSEP), authorized under Title IX of the Older Americans Act and administered by the U.S. Department of Labor, funds nearly 300 part-time jobs for low income people aged 55 and older in Maine. The jobs pay minimum wage or higher and average about 20 hours per week. They include such work as teacher aides, employment assistants, nutrition aides, and recreation aides. To be eligible a person must be unemployed, 55 or older, and meet income guidelines: \$3,140/year-single, \$4,160/year-couple. Benefits include an annual physical examination, limited training, sick leave, paid holidays, and health insurance. (See “Working Woman’s Address Book, Maine Bureau of the Elderly.”)

## **YOU MAY NOT HAVE TO RETIRE AT AGE SIXTY-FIVE**

The Maine State Legislature passed a law, which became effective July 1, 1978, making it illegal for public sector employers to require employees to retire at or before a specified age or after completing a specified number of years of service. Legislation will be introduced in the near future to consider extending this coverage to those in private employment.

In 1978 the U.S. Congress passed legislation abolishing mandatory retirement in federal employment and raised the age for retirement in private employment from 65 to 70. Exceptions in private employment are tenured college and university professors, persons who would receive pensions of \$27,000 a year and more, and employers with 20 or fewer employees.

## **CHANGES IN THE SOCIAL SECURITY LAW ALLOW YOU TO EARN MORE MONEY**

In 1978 the amount of money people age 65 to 72 could earn without losing any social security benefits was increased to \$4,000 a year; by 1980 the amount will be \$6,000. For those under 65 years of age, the amount they could earn was increased to \$3,240. Beginning in 1982 there will be no limit on earnings for those who are 70 or older.

## **THERE IS PENSION PROTECTION FOR WOMEN IN PRIVATE INDUSTRY**

Until recently, most private pension plans indirectly discriminated against working women who, because of their home responsibilities, often had work patterns that were part-time and noncontinuous; patterns that made them ineligible for most pension plans.

The Employee Retirement Income Security Act of 1974, popularly known as the Pension Reform Act, was passed by Congress to prevent pension discrimination. Among the numerous provisions which took effect in 1976 were the following:

- In general, pension plans must allow any employee who is 25 years old and has had at least a year of service to join the plan. Part-time workers who are employed a minimum of half-time must also be included in pension plans.
- A break in service cannot cancel vesting time unless the break is longer than the prior service credited toward vesting.
- Employers are prohibited from discriminating between men and women regarding fringe benefits and retirement benefits.

## PREGNANT WORKERS IN MAINE:

On October 31, 1978 President Carter signed Public Law 95-555 to require that women affected by pregnancy, childbirth or related medical conditions be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as non-pregnant persons who are similar in their ability or inability to work.

The new law does not prevent employers from providing abortion benefits; however, it does permit employers to refuse to pay for health insurance benefits for abortion, except where the life of the mother is endangered or where medical complications have arisen from an abortion.

Employers have 180 days to bring their insurance or benefit plans into compliance with the new law. However, with respect to such discriminatory practices as firing pregnant workers or forcing them to go on leave at a specific time without regard to their ability and desire to continue working, the law went into effect immediately.

### DID YOU KNOW?

#### THE MAINE HUMAN RIGHTS COMMISSION VIEWS THAT PERIOD OF TIME WHEN A WOMAN IS DISABLED BY PREGNANCY AS A TEMPORARY PHYSICAL DISABILITY.

In 1975 they stated in their "Employment Guidelines" that:

- Any written or unwritten employment policy or practice which excludes from employment applicants or employees because of pregnancy is a prima facie violation of the Act.
- Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom, are for all job-related purposes, **temporary disabilities** and shall be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment.
- It is NOT an unlawful employment practice for an employer to comply with the terms of a bona fide group or employee hospitalization insurance plan which requires female employees to have been covered by the plan for a period of time substantially equivalent to the normal gestation period prior to their becoming eligible for the payment of pregnancy-related hospitalization insurance benefits.
- Any written or unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, reinstatement and payment under any health or temporary disability insurance or sick leave plan, formal or informal, shall be applied to disability due to pregnancy or childbirth on the same terms and conditions as they are applied to other temporary disabilities.

Where the termination of an employee who is temporarily disabled is caused by an employment policy under which insufficient or no leave is available, such a termination violates the Act if it has a disparate impact on employees of one sex and is not justified as business necessity."

If you feel you have been discriminated against because of pregnancy, contact the Maine Human Rights Commission. (See "Working Women's Address Book, Maine Human Rights Commission.")

### **IN AUGUST 1978, THE MAINE SUPREME COURT UPHELD A WATERVILLE TEACHER'S RIGHT TO SICK PAY FOR DAYS MISSED DURING HER PREGNANCY.**

The public school teacher, Leonora A. Murray, had charged that the Waterville School Board's refusal to allow her to use accumulated sick leave pay to cover a period of absence due to temporary disability stemming from childbirth was a violation of the Maine Human Rights Act and a Maine State Department of Personnel Sick Leave Statute. The Court found that Lenora Murray had taken 18 days off on the advice of her physician and was entitled to a certain amount of sick leave with full pay under the State's sick leave statute which states that:

"Each administrative unit operating public schools within the State shall grant all certified teachers, except substitute teachers, a minimum annual sick leave of 10 school days accumulative to a minimum of 90 school days without loss of salary."

The Court concluded that sick leave included, as a mandatory benefit to which teachers are entitled as a matter of right, a temporary medical disability associated with pregnancy and that nowhere in the statutory scheme was there any definition of the types of disabilities for which sick leave may be granted. Moreover, the Court noted that personnel rules, promulgated by the Department of Personnel of the State of Maine, allow accumulated sick leave to be credited towards maternity leave.



## WORKING MOTHERS IN MAINE:

The typical family is no longer typical!

The typical family, consisting of a husband who works, a wife who is not in the labor force, and two children, is no longer typical, according to the Bureau of Labor Statistics in Washington.

In 1976, only a small proportion (6 percent or 3.4 million) of United States families fit this model. Well over half of the 47.3 million husband-wife families had more than one earner. In most cases, both husband and wife were in the labor force. As a result, a large proportion, nearly half of the children in the United States, had mothers who were working or looking for work.

Between 1940 and 1976, the labor force participation rate of mothers in the United States, increased more than five fold, reflecting the most significant change in the labor force this country has ever experienced:

**TABLE 4**  
**NATIONAL LABOR FORCE PARTICIPATION RATES**  
**OF ALL WOMEN AND MOTHERS: 1940-1976**

Year	All Women	Mothers
1976	46.8	48.8
1970	43.3	42.0
1960	36.7	30.4
1950	33.1	21.6
1940	28.2	8.6

Source: "Working Mothers and Their Children," U.S. Department of Labor, Womens Bureau. Table 3.

In 1976 nearly half (46 percent) of all children in the United States under 18 years of age had mothers in the labor force. Of the nearly 38 million women in the labor force in the United States in March 1976, 14.6 million had children under 18 years of age. Some 9.2 million of these mothers had children 6-17 years of age only, representing over three-fifths of all working mothers. About 5.4 million had children under six accounting for nearly two-fifths of all working mothers. Of these mothers 2.8 million had children three to five years of age and 2.5 million had children under three years of age.

Working mothers in Maine you are not alone!

In 1970, 58,000 of you were working mothers! Your labor force participation rate stood at 43.2 percent; two percentage points higher than that for all women in Maine. While the labor force participation rate for those of you who were married women with children was slightly less (41.5 percent), it was still higher than that for all women (41.2 percent). Most dramatic was the labor force participation rate for divorced, separated, and never married women with children; it stood at 55.8 percent; 14.6 percentage points higher than that for all women in Maine.

**TABLE 5  
WOMEN IN THE LABOR FORCE BY PRESENCE  
AND AGE OF CHILDREN: MAINE 1970**

All Women (16 and over) .....	358,702
Labor Force .....	147,816
LFPR .....	41.2
All women with children .....	135,637
Labor Force .....	58,557
LFPR .....	43.2
All women with children under 6 .....	67,878
Labor Force .....	22,320
LFPR .....	32.9
All women with children 7 to 17 .....	67,759
Labor Force .....	36,237
LFPR .....	53.5
All married women with children .....	120,376
Labor Force .....	50,044
LFPR .....	41.5
All other women with children .....	15,261
Labor Force .....	8,513
LFPR .....	55.8

Source: "Women Workers in Maine: 1970," Bureau of Census.  
LFPR: Labor Force Participation Rate

## **DID YOU KNOW?**

### **. THERE ARE ALMOST FIVE HUNDRED LICENSED DAY CARE FACILITIES IN MAINE**

Three types of licensed day care facilities are available in Maine:

- . Day Care Centers serving 13 or more children over 3 years of age.
- . Group Day Care Homes providing care for 7 to 12 children.
- . Day Care Homes serving no more than 6 children in a home setting.

In April 1978, the Maine Department of Human Services reported that there were approximately 122 licensed day care centers, 50 licensed group homes, and 300 licensed homes with facilities for approximately 5,700 Maine children. The Department estimated that those licensed homes represented only 10 percent of all the private homes in the State providing day care.

For a listing of licensed facilities in Maine, see "Working Woman's Address Book, Day Care."

## **THERE ARE NEW GUIDELINES FOR DEDUCTING CHILD CARE EXPENSES FROM YOUR INCOME TAXES**

The new tax law extends eligibility and increases the amount of money you can deduct for day care expenses:

- . Those eligible include married couples; both members need not work full-time; one may work part-time or attend school full-time; and divorced or separated parents who have custody of the child for more than half the year.
- . Child care expenses may be deducted up to \$400 a month for one child under 15 and \$800 a month for two or more children. Special exceptions:

The deductions cannot exceed 20 percent of the earned income of the spouse with the smaller earned income.

Where one spouse is a full-time student, they are treated as earning \$166 a month (\$333 for two or more children).

- . Expenses that may be deducted for child care either inside or outside the home include:

Direct expenses: money you pay for day care outside or inside your home. You can include money you pay to a relative; however the relative cannot be your dependent.

Indirect expenses: household expenses that benefit your child. You can include the cost of a cook, housekeeper, etc. who looks after your child.

**IT IS UNLAWFUL FOR AN EMPLOYER TO ASK YOU QUESTIONS ABOUT YOUR CHILD CARE ARRANGEMENTS WHEN YOU ARE APPLYING FOR A JOB, IF THEY DO NOT ASK ALL APPLICANTS.**

## FEMALE HEADS OF FAMILY IN MAINE:

You are married women whose husbands are absent, widowed and divorced women, and never married women. In 1970, you headed approximately one family in ten, or 25,000 families in Maine. At that time 50 percent, or approximately 6,000, of you with children under six were employed.

The mean income for Maine families headed by a female in 1970 was only \$5,539, as compared with \$9,045 for all families in Maine. Consequently, while only 10 percent of all Maine families had incomes below the poverty level, over 30 percent of all families headed by a woman were below the poverty level.

By 1975, one out of every eight families, or 7.2 million families in the United States, was headed by a female. Moreover, one out of every three, as compared with one out of every eighteen of the families headed by men, was living at or below what is generally defined as the poverty level. The proportion of all female family heads in the labor force was 54.3 percent at that time.

### DID YOU KNOW?

- **THERE IS ASSISTANCE FOR "DISPLACED HOMEMAKERS" RETURNING TO OR ENTERING THE LABOR FORCE FOR THE FIRST TIME AFTER MANY YEARS OF WORK AT HOME**

Displaced homemakers have been called "women in transition." In Maine, their ages range from 30 to 64. Many are heads of family. They are persons who have devoted a substantial number of years to homemaking and raising a family, but whose means of support have been lost or withdrawn as a result of divorce, death, desertion, or separation.

Assistance for displaced homemakers in Maine was initiated in 1977 when the 108th Legislature authorized a \$15,000 budget to be used for loans, and a pilot program of job counseling, training, placement and referral services to assist displaced homemakers to become financially self-supporting. In 1978 the newly created Displaced Homemakers Advisory Council awarded the University of Maine at Augusta the two year grant to establish the pilot project while providing direct services to displaced homemakers in the Kennebec Valley region. (See "Working Woman's Address Book-Displaced Homemaker's Project.")

## **WORKING MINORITY WOMEN IN MAINE:**

There were less than 5,000 of you in Maine in 1970; you constituted less than one percent of Maine's entire female population. Among you were 1,137 blacks, 1,095 Native Americans, and 1,770 Spanish Americans. Fifty percent of you lived in Arrostook, Cumberland, Penobscot, York, and Washington counties.

There were slightly more than 1,000 of you in Maine's labor force in 1970; you contributed to less than one percent of Maine's female labor force. Your labor force participation rate was 38.1, about three percent less than the labor force participation rate of white women. Those of you who are black women made up 30.3 percent of Maine's minority female labor force and your labor force participation rate of 44.6 percent was the highest of all racial and ethnic groups of women in Maine.

### **DID YOU KNOW?**

#### **THERE IS PROTECTION FOR MINORITIES UNDER THE MAINE HUMAN RIGHTS ACT**

The Maine Human Rights Act, declares that it is an unlawful employment practice for an employer, labor organization, or employment agency to deny an individual any equal employment opportunity for reasons grounded in race, color, national origins, or ancestry. It further explains that "country of national origin" includes not only an individual's place of birth, but also the place of birth of the individual's parents and more remote ancestors. The Act protects all individuals of a particular country of national origin, such as Spanish-surnamed or Franco-Americans. The Act further prohibits discrimination against naturalized citizens, resident aliens and other lawfully immigrated individuals.

#### **FRANCO-AMERICANS AND WOMEN ARE RECOGNIZED AS MINORITIES IN MAINE**

The Maine Advisory Committee to the United States Civil Rights Commission has recognized Franco-Americans and women, as well as blacks and Native Americans, as minority groups in Maine for some time. In 1978 President Carter signed an executive order recognizing Franco-Americans as a minority group in the Nation.



# Women Workers in Maine

**WHERE ARE YOU WORKING?**

**WHERE ARE YOU NOT WORKING?**

---

In response to a question asked by a Bangor woman as to whether his administration had put more women in decision making positions than his predecessor's. . .President Carter's reply was:

"Yes, at the executive level of government we've got, I would say, at least three times as many women now as we had before. We still don't have enough. . .I think we have a difficulty in that it's hard to locate women with proven records in business administration or local or state government administration or in the federal government that we can promote into major jobs because they have been discriminated against for so long. . .

Bangor Daily News, February 18, 1978  
On the occasion of President Carter's  
visit to Bangor

"(A) 24-year-old East Corinth woman's determination and perseverance paid off earlier this year when she became the first woman warden in the 78-year history of the Maine Department of Inland Fisheries and Wildlife."

Bangor Daily News, March 9, 1978  
"First Woman Warden Is Serious  
About Job."

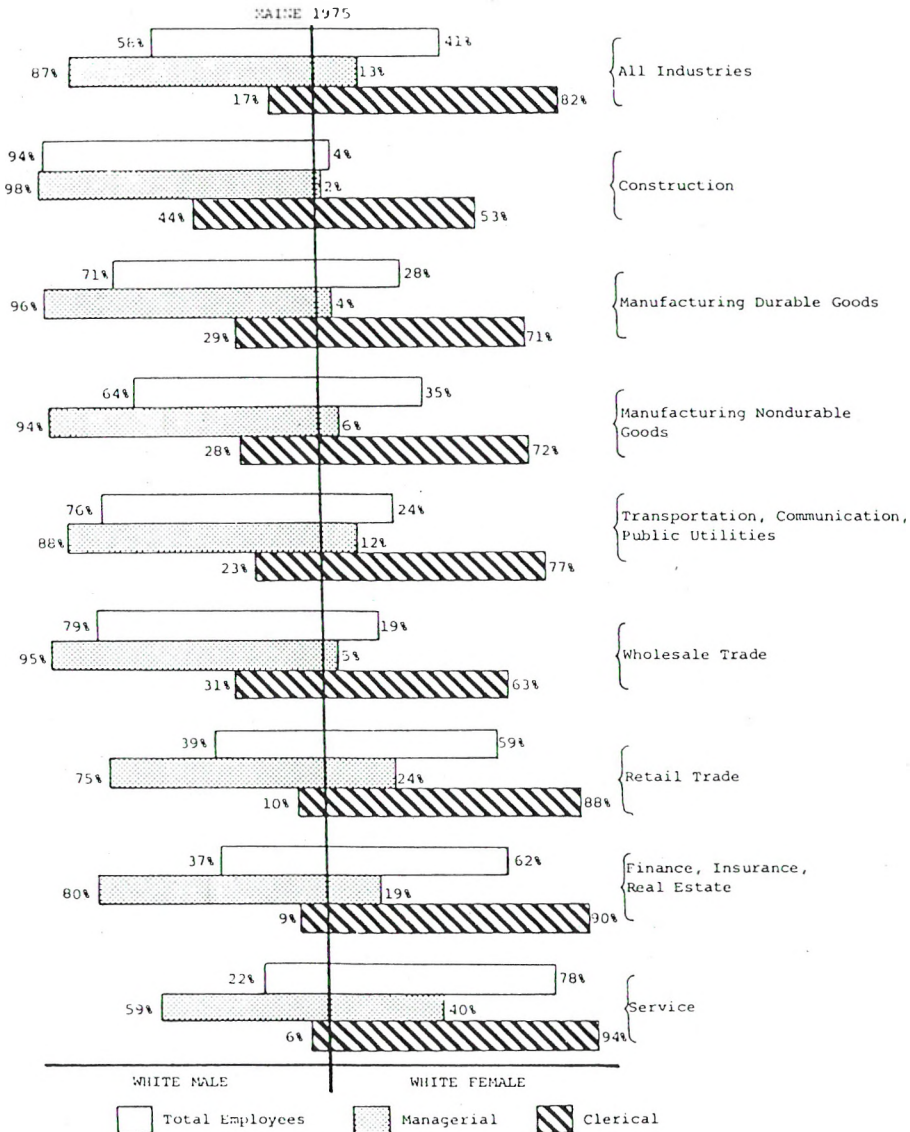
"A female craftsman has taken her place in the once all male environment. . .at the Gamage Shipyard. . .A 32-year-old divorcee, the mother of three, who is a certified welder, has been working on the O'Hara Fishing Company's new dragger for about four months. . .the introduction of a female construction worker to the regular work crew. . .has been accomplished with a minimum of fuss. . ."

Bangor Daily News, September 11, 1978  
"Skilled Shipyard Welder Is Also  
Mother Of Three"

FIGURE 2

PARTICIPATION RATE OF WHITE EMPLOYEES BY SEX  
COMPARED TO THE PARTICIPATION RATE OF WHITE  
MANAGERS AND CLERICAL WORKERS BY SEX BY MAJOR  
PRIVATE INDUSTRY DIVISIONS

MAINE 1975



Note: The total percentage may not add up to 100 due to minority participation.

Source: "Job Patterns for Minorities and Women", Equal Employment Opportunity Commission, 1975.

## YOUR EMPLOYERS: 1977

**TABLE 6**  
**SELECTED INDUSTRIES WITH A HIGH PERCENTAGE OF**  
**FEMALE EMPLOYEES: MAINE 1977**

INDUSTRY	Distribution 1/		Participation 2/
	Male	Female	Female
Health and Hospital Services . . . . .	2.1	14.9	83.0
Apparel Manufacturing . . . . .	0.3	1.9	82.6
Social Service . . . . .	0.7	2.3	71.0
Electric Equipment Manufacturing . . . . .	0.9	2.2	60.9
Local Schools . . . . .	4.0	9.0	60.0
Leather, Leather Products			
Manufacturing . . . . .	3.7	7.2	57.1
Finance . . . . .	0.9	3.1	69.0

Source: Derived from 1977 Current Employment Survey, Maine Department of Manpower Affairs, Employment Security, Manpower Research Division.

**TABLE 7**  
**SELECTED INDUSTRIES WITH A LOW PERCENTAGE OF**  
**FEMALE EMPLOYEES: MAINE 1977**

INDUSTRY	Distribution 1/		Participation 2/
	Male	Female	Female
Construction . . . . .	8.4	0.7	5.0
Transportation Equipment			
Manufacturing . . . . .	2.1	0.3	8.0
Fabricated Metals Manufacturing . . . . .	1.4	0.2	8.7
Transportation . . . . .	3.8	0.7	10.7
Paper and Paper Products			
Manufacturing . . . . .	6.9	1.5	12.6
Public Utilities . . . . .	1.1	0.3	17.0

Source: Derived from 1977 Current Employment Survey, Maine Department of Manpower Affairs, Employment Security, Manpower Research Division.

1/ Distribution of all employed women in all industries.

2/ Participation of women in a particular industry.



## SERVICE, MANUFACTURING, TRADE AND GOVERNMENT: THE TOP FOUR EMPLOYERS OF MAINE WOMEN:

### Services Industry:

In 1977 the service industry ranked first in the employment of Maine women, employing approximately 43,000, or 28 percent, of the women on non-farm payrolls in Maine. Over 54 percent of the women in this industry were employed in the health and hospital field, where they constituted 83 percent of those employed.

### Manufacturing Industry:

In 1977, the manufacturing industry ranked second in the employment of Maine women, employing approximately 36,000 women, or 23 percent, of the women on nonfarm payrolls in Maine. Nationally, the manufacturing industry ranked third in the employment of women.

The majority of Maine women in manufacturing were employed in the manufacture or processing of nondurable goods such as clothing, textiles, shoes, chickens, and sardines. Approximately two-fifths of the women employed in nondurable manufacturing were employed in the leather and leather products industry, where they constituted 57 percent of the workers. In 1977 this declining industry continued to employ more men and women than any other manufacturing industry in Maine. The average hourly earnings of this industry were reported to be \$3.30.

While a total of 7.2 percent of Maine women on nonfarm payrolls were employed by the leather and leather products industry, only 1.5 percent of Maine women were employed in Maine's second largest manufacturing industry, the paper and paper products industry, where they constituted only 12 percent of the workers. The paper and paper products industry has the distinction of being one of the highest, if not the highest paying manufacturing industry in Maine — its production workers earning as high as \$10.15 an hour, with the average hourly earning at \$5.52 in 1976.

Maine women were relatively scarce in the manufacture of such durable goods as machinery and ships. Approximately 6 percent of them, compared to the 13 percent of Maine men, were employed in the manufacture of durable goods. Of those women, approximately:

- Four out of ten were employed in the manufacture of electrical and electronic equipment; they constituted 61 percent of the work force in an industry where production workers received an average hourly wage of \$5.03.
- Three out of ten were employed in the manufacture of lumber and wood products; they constituted 24 percent of the work force in an industry where production workers received an average hourly wage of \$4.24.

Five women out of 100 were employed in the manufacture of transportation equipment; they constituted 8 percent of the work force in an industry where production workers received an average hourly wage of \$5.03.

### **Trade Industry:**

In 1977 the trade industry ranked third in the employment of Maine women, employing approximately 33,866 or 22 percent, of the women on nonfarm payrolls in Maine. Nationally, the trade industry ranked second in the employment of women. Of the 22 percent women employed in the trade industry, 88 percent were concentrated in the lower paying retail trades.

### **Government:**

Of the approximately 11,000 full-time jobs in Maine State Government, 37 percent were held by women in 1977. Of those women, 50 percent were employed in the traditionally female fields of health, hospital and public welfare.

Of the approximately 16,000 full-time public school staff in Maine during the 1977-78 school year, 61 percent were women. While 72 percent of those women held 58 percent of all classroom teaching positions, only 36 percent of those teaching on the secondary level were women.

Women constituted only 18.6 percent of the federal employees in Maine in March 1977. They were highly concentrated in Health and Social Services (19.5 percent compared to 7.0 percent for men) and relatively absent (0.4 percent compared to 1.3 percent for men) from executive and legislative aspects of public administration.

## YOUR OCCUPATIONS: 1960-76

Between 1960 and 1976, the number of employed women in Maine increased by approximately 63,000 or 57 percent, while their share in Maine's labor force increased from 33 to 40 percent. This growth in the employment of women appears to have been accomplished more through increased employment in occupations already held by women and by the emergence of new "women's occupations" than through the entrance of women into occupations formerly considered exclusively male.

TABLE 8  
NUMBER AND PERCENT PARTICIPATION  
OF EMPLOYED FEMALES BY OCCUPATION  
MAINE 1960, 1970, 1976

Occupation	1960 <sup>1/</sup>		1970 <sup>1/</sup>		1976 <sup>1/</sup>	
	Number	Participation	Number	Participation	Number	Participation
Total.....	110,475	33.4	140,205	38.3	173,000	40.2
Professional-Technical.....	14,530	49.1	21,110	47.0	27,000	43.5
Managerial.....	4,421	15.1	5,289	16.4	8,000	19.5
Sales.....	8,179	38.2	8,551	40.7	10,000	47.6
Clerical.....	24,166	67.4	37,131	73.4	48,000	77.4
Craft.....	1,730	3.5	2,841	5.2	4,000	6.3
Operatives.....	26,929	54.4	33,779	40.2	33,000	39.8
Nontransport.....	26,690	43.0	33,352	48.3	NA	NA
Transport.....	239	1.7	427	2.8	NA	NA
Nonfarm Laborers.....	1,224	5.2	2,066	9.3	3,000	10.7
Service Workers.....	14,934	56.4	22,859	57.3	32,000	61.5
Private Household.....	7,897	93.3	5,464	96.8	5,000	100.0
Farm.....	919	6.1	1,115	11.0	3,000	25.0
Occupation Not.....	5,546	38.4	—	—	—	—
Reported						

Sources: "Census of Population, 1970", Tables 170, 171. "Current Population Survey, 1976". NA: Not Available.

<sup>1/</sup> Small changes between 1960, 1970, 1976 are to be viewed cautiously. The 1960 census includes persons 14 years old and over; the 1970 and 1976 data included persons 16 years old and over.

### Clerical and Service Workers:

Approximately 46 percent of the estimated 173,000 women employed in Maine in 1976 were employed as clerical and service workers—two major and traditional female occupational categories. Between 1960 and 1976 approximately 24,000 Maine women entered clerical occupations and 18,000 entered service occupations. By 1976 Maine women held approximately four out of five jobs in the clerical category and three out of five jobs in the service worker category.

## **Professional and Technical Workers:**

Other employment gains between 1960 and 1976 for women occurred in the professional and technical categories which absorbed approximately 12,500 Maine women. The employment of women in this category grew by more than 85 percent so that by 1976, when approximately 16 percent of all employed women in Maine were employed as professional and technical workers, they held two out of every five such jobs in the State. Detailed 1970 Census statistics indicate that three out of every four Maine women employed in this category were employed as secondary school teachers and medical and health workers.

## **Operatives:**

Between 1960 and 1976, the number of women employed as operatives increased by only 6,000 or 23 percent. In 1960 this occupational category, which includes textile operatives, packers and wrappers, sewers and stitchers, and shoemaking machine operative employed more Maine women (24 percent) than any other occupational category. By 1976, due to a decline in manufacturing, it had moved to third place, employing approximately 19 percent of Maine's working women.

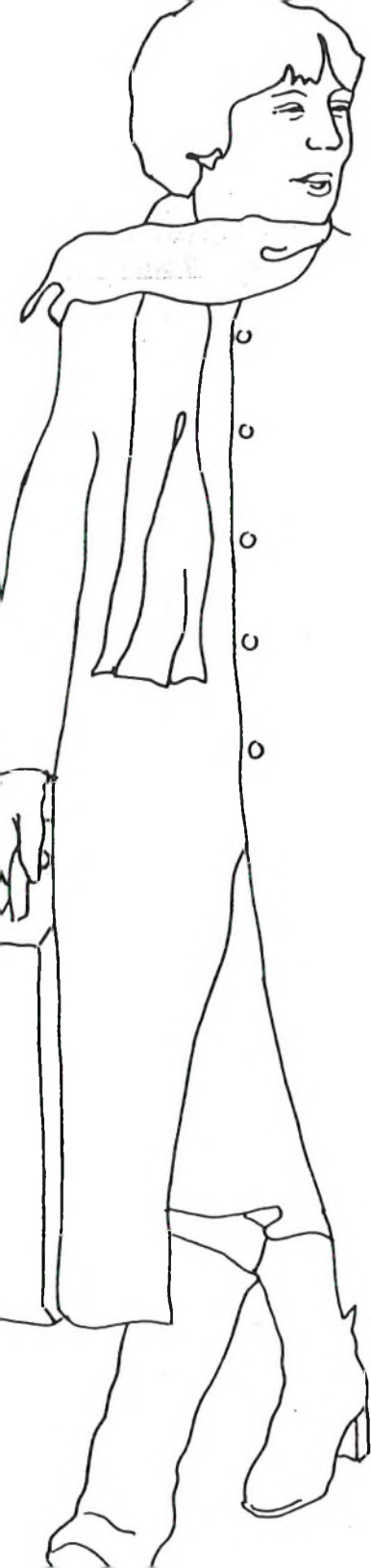
Also included in this category are transport operatives—drivers of trucks and buses. Less than 500 women, or 0.3 percent of the women, employed in Maine in 1970 were in this subcategory. Although the increase between 1960 and 1970, when reliable data was available, was approximately 80 percent, this area continues to employ a very small proportion of working Maine women.

## **Craftworkers:**

In 1970 Maine women held approximately 4 out of every 100 craft-worker jobs in the State; in 1976 they held 6 out of every 100 jobs!

In 1977 the fourth edition of the **Dictionary of Occupational Titles** was published. Missing from it was the familiar occupational category of "craftsmen" and in its place was the neuter "craftworker." This change was indicative of the more substantive changes that are beginning to occur for women in this traditionally male dominated occupational category, which includes bakers and bookbinders as well as carpenters, electricians, and plumbers.

Federal guidelines issued in mid-1978 to increase the training and hiring of women craftworkers should have a significant impact on the participation of women in this traditional male occupational category in coming years.



## Managers and Administrators

In 1976 five out of every 100 employed women in Maine held approximately one out of every five managerial jobs in the State. Maine ranked 36th in the nation along with New Hampshire, Arkansas, and North Carolina in the managerial category!

A quick look at where Maine women were employed as managers in 1970 indicates that in only one field did they constitute the majority. Approximately 51 percent of the managers in the health administration field were female.

It is interesting to note that although 37 percent of the approximately 11,000 full-time jobs in Maine State government were held by women in 1977, only 1.6 percent of the women held 11.6 percent of the administrative positions compared to the 7 percent of the men holding 88.4 percent of the administrative positions.

Moreover, although 61 percent of the approximately 16,000 full-time public school staff in Maine were women during the 1977-78 school year they only held five percent of all administrative positions, and seven percent of all principalships.

## DID YOU KNOW?

### **SUPPLY CONTRACTORS WITH THE FEDERAL GOVERNMENT MUST HAVE AFFIRMATIVE ACTION PLANS**

Under Executive Order 11246, as amended, and Revised Order No. 4 all suppliers who hold contracts or subcontracts with the federal government for \$50,000 or more and employ 50 employees or more must develop affirmative action plans to increase the number of women in their employment. The penalty for non-compliance is the withholding or cancellation of the contract.

One example of action taken by the Department of Labor under Executive Order 11246, as amended, is a recently filed complaint against the St. Regis Paper Company in Montana because of alleged employment discrimination against women. The St. Regis Paper Company has about 100 facilities nationwide, including two in Maine. Federal investigations revealed that St. Regis' hiring practices in the Montana facility resulted in the consistent rejection of women for entry level production-labor positions, and effectively denied females employment opportunities equal to those of similarly situated male applicants. St. Regis, it claimed, routinely placed women in clerical positions; from 1972-75 only one woman was hired for a professional or management job. Investigations further showed that there were virtually no promotional opportunities available for women; therefore, locking them into jobs compensated at the lowest wages. As of September 1978, no decision had been reached on the complaint.

### **CONSTRUCTION CONTRACTORS WITH THE FEDERAL GOVERNMENT MUST HAVE AFFIRMATIVE ACTION PLANS**

Construction contractors with federal contracts in excess of \$10,000 were recently advised of their affirmative action obligations regarding the hiring of women. Effective May 8, 1978, goals for hiring women in all construction trades were as follows:

Timetable	Goals (Participation of Women)
April 1, 1978 - March 31, 1979	3.1%
April 1, 1979 - March 31, 1980	5.0%
April 1, 1980 - March 31, 1981	6.9%

Specific affirmative actions to ensure equal employment include, but are not limited to, the following:

- The maintenance of a working environment free of harrasment.
- The assignment, where possible, of two or more women to each construction project.
- The maintenance of a current list of female recruitment sources.
- The development of on-the-job training opportunities which expressly include women.

## **CONTRACTORS WITH THE STATE GOVERNMENT MUST HAVE AFFIRMATIVE ACTION PLANS**

The Maine State Code of Fair Practices and Affirmative Action requires any agency, contractor, subcontractor, or private business in the State of Maine that receives State monies to have an affirmative action plan to increase the number of women at all levels and in all segments of the work force where imbalance exists. The law became effective July 1, 1976.

## **THE OUTLOOK FOR INDUSTRIAL EMPLOYMENT IN MAINE BETWEEN 1978 AND 1985**

According to the Maine Department of Manpower Affairs, there will be an increase in approximately 35,000 jobs in Maine between 1978 and 1985; the increases will be mainly in the following major categories:

- . retail trade (7,500 jobs)
- . educational services (6,100 jobs)
- . medical and other health services (5,600 jobs)
- . construction (4,900 jobs)
- . electrical equipment and supplies manufacturing (2,300 jobs)

Other major industries showing increases will be: finance (1,600 jobs) and insurance (1,100 jobs).

Major industries showing little increase or actual decrease in employment include: agriculture, communications, food processing, leather and leather products, lumber and wood products, printing and publishing, private household services, and textiles.

## **THE OUTLOOK FOR OCCUPATIONAL EMPLOYMENT IN MAINE BETWEEN 1978 and 1985:**

According to the Maine Department of Manpower Affairs, the fastest growing occupational categories will be the:

- . secretarial categories and miscellaneous clerical occupations
- . nurse aides, practical nurses, and registered nurses
- . elementary and secondary school teachers
- . sales clerks, waiters, cooks, and carpenters

Those occupations anticipating a loss of jobs include farm laborers and farmers, child care workers and household servants, textile operatives, shoemaking machine operatives and stitchers, and key-punch and telephone operators.

# Women Workers in Maine

## YOUR WAGES ARE LOWER THAN MEN'S

In 1970 Maine women earned about \$5.80 for every \$10.00 earned by men. And, if one assumes Maine is following national trends, and there is no evidence to suggest it is not, then the earnings gap has increased since then.

TABLE 9  
COMPARISON OF MEDIAN EARNINGS OF YEAR ROUND  
FULL-TIME WORKERS, BY SEX  
UNITED STATES, 1955, 1960, 1964, 1970, 1974

Year	Median Earnings		Gap	Women's Earnings as a Percent of Men's
	Women	Men		
1974	\$6,772	\$11,835	\$5,063	57.2
1970	5,323	8,966	3,643	59.4
1964	3,690	6,195	2,505	59.6
1960	3,293	5,417	2,124	60.8
1955	2,719	4,252	1,533	63.9

Source: "The Earnings Gap Between Men and Women, "U.S. Department of Labor, Women's Bureau. Table 1.

Economists cite numerous reasons for the widening wage gap:

- The tremendous increase in women's labor force participation in recent years, placing many women at entry level positions with entry level wages.
- The in-and-out work pattern of women, especially married women with children, resulting in a loss of promotions that come with job seniority.
- The longer hours (overtime) worked by men.

### EQUAL PAY FOR EQUAL WORK IS NOT THE MAJOR PROBLEM: OBTAINING EQUAL WORK IS!

Economists also suggest that perhaps the major difference in wages between men and women is due to segregation—both occupational and industrial. That the real problem is not equal pay, but finding equal work! There are very few occupations and industries which employ large numbers of both men and women: most men work in occupations and industries that employ few women, while women are crowded into a limited number of occupations and industries. It is a known fact that women in industries dominated by men will earn more than women in industries dominated by women, as the following tables indicate.



**TABLE 10**  
**AVERAGE WEEKLY AND ANNUAL WAGES IN**  
**NONFARM INDUSTRIES**  
**STATE OF MAINE: 1977**

Industry Division	Average Weekly Wages	Average Annual Wages	Participation of Women In Industry	Distribution 1/ of Women In All Industries
TOTAL .....	\$190.62	\$9,912	43.6	100.0
Mining .....	210.79	10,961	3.3	*
Contract Construction .....	206.31	10,728	5.0	0.7
Manufacturing .....	197.40	10,265	34.2	23.1
Transportation, Com- munication, Electric, Gas & Sanitary Services .....	247.33	12,861	22.1	2.5
Wholesale Trade .....	216.98	1,283	21.0	2.5
Retail Trade .....	122.04	6,346	46.0	19.1
Finance, Insurance, & Real Estate .....	188.23	9,788	56.2	5.4
Services .....	141.02	7,333	64.4	27.5
State Government .....	185.52	9,647	35.0	4.6

1/ Figures do not add up to 100 percent as agricultural, forestry, fisheries, federal and local government employees are not included.

\* Less than .05 percent.

Source: "Employment, Wages, and Contributions: Annual Report for 1977," Maine Department of Manpower Affairs, Employment Security, Manpower Research Division, Tables 7 and 8.

**TABLE 11**  
**AVERAGE HOURLY WAGES OF CLERICAL AND PRODUCTION**  
**WORKERS IN SELECTED MANUFACTURING INDUSTRIES BY**  
**PERCENTAGE OF WOMEN WORKERS**  
**STATE OF MAINE: 1976**

Industry	Participation of Women	Occupation		
		Clerical	Skilled Production	Semi-Skilled Production
Apparel .....	82.6	\$3.15	\$3.25	\$3.24
Electrical, Electronic .....	60.9	3.73	4.67	3.54
Leather .....	57.1	3.05	3.86	3.55
Rubber .....	44.6	3.33	3.39	2.92
Textile .....	38.5	3.27	3.85	3.16
Food .....	35.9	3.60	4.62	3.31
Printing & Publishing .....	35.2	3.66	4.29	3.69
Lumber & Wood .....	23.5	3.44	3.84	3.28
Furniture & Fixtures .....	19.0	4.01	-	3.31
Paper & Allied Products .....	12.6	4.72	6.39	5.83
Machinery .....	11.6	3.76	4.93	4.07
Fabricated Metals .....	8.7	3.83	4.73	4.57
Transportation Equip- ment .....	8.0	4.93	5.32	5.05

Source: "Maine Occupational Wages and Fringe Benefits in 1976: By Industry in Manufacturing," Maine Department of Manpower Affairs, Employment Security, Manpower Research Division.

## RECEIVING EQUAL PAY FOR WORK OF "COMPARABLE" VALUE IS ALSO A MAJOR PROBLEM

For every woman who becomes a high paid welder, there are hundreds of women who will remain pink collar workers, working at "traditional woman's work." Many organizations are turning their efforts towards getting this work evaluated according to its real worth.

The first National Women's Agenda called for the attainment of equal pay for comparable work, that is, work frequently performed by women which is equivalent to work performed by men, but for which women receive less pay. As one writer on the subject summed it up: "Where was it written that a clerical worker is worth less to a company than a truck driver?"

The Equal Employment Opportunity Commission has stated that if a largely female job classification is being undervalued and underpaid in comparison to largely male classifications performing dissimilar work, the issue of sex discrimination can be raised. To date, the courts have yet to uphold this view.

### DID YOU KNOW?

#### . EQUAL PAY ACT

While segregation of women in low paying occupations and industries is cited as a major reason for the earnings gap between men and women, as is the undervaluation of "women's work," the earnings gap is often due to outright wage discrimination.

How do you determine if you are not being paid equal wages for equal work?

- . Are you doing work substantially the same as men in your company, but are being paid less?
- . Are you replacing someone, but being paid less than he was at the start?
- . Is a newly hired inexperienced male being paid the same as you are with your many years of experience with the company?
- . Are you doing work that is more complex and responsible than your job title and salary warrant?

If so, your employer may be found guilty of discrimination under the Equal Pay Act of 1963 which prohibits discrimination on the basis of sex in the payment of wages for equal work on jobs that require equal **skill, effort, and responsibility**, and that are performed under **similar working conditions**. (See "Working Woman's Address Book, Maine Human Rights Commission.")

# Women Workers in Maine

## MANY OF YOU ARE UNORGANIZED

There are about 80,000 union members in Maine. Three-fifths belong to unions affiliated with the AFL-CIO. Yet, it is not known for sure how many women are members of the AFL-CIO (it has been estimated that nationwide 20 percent of its member are women). A recent questionnaire sent to approximately 300 AFL-CIO locals with 51,000 members in Maine, asking them to report female membership brought responses from 95 of the locals:

- Fifty-eight locals representing 23 AFL-CIO unions with a total of 19,890 members reported a total of 6,704 female members. Eighty-one percent of those females were clustered in four unions—the Amalgamated Clothing and Textile Workers Union, the Amalgamated Meat Cutters and Butchers Union, the International Brotherhood of Electrical Workers, and the United Paper Workers International.
- Thirty-seven locals representing 17 unions with a total of 3,140 members reported no female members.

The other two-fifths of the union members in Maine belong to such independent unions as the Maine Teachers Association and the Maine State Employees Association. It is estimated that the number of women in these "public sector" unions is quite high as are the number of women officers in these unions.

### UNORGANIZED OCCUPATIONS AND INDUSTRIES IN MAINE EMPLOYING LARGE NUMBERS OF WOMEN:

#### Office and Clerical Workers:

- The estimated 48,000 Maine women working as office and clerical workers in 1976 were represented by the AFL-CIO Office and Professional Employees Union, which has five locals in Maine with a reported total membership of 430. Office and clerical workers were also represented by the independent Maine State Employees Association and the American Federation of State, County, and Municipal Employees Association.

#### Retail Workers:

The estimated 30,000 Maine women working in retail stores in 1977 were represented by the AFL-CIO Retail Stores Employees Union, which has one local in Maine with a reported total membership of 500.

## Leather and Leather Product Workers:

The estimated 11,000 Maine women employed in the leather and leather products industry in 1977 were represented by the AFL-CIO Boot and Shoe Workers Union which has one local in Maine with a reported membership of 134, 90 of whom are female. Two independent unions, the Lewiston-Auburn Shoe Workers Protective Association and Brotherhood of Shoe and Allied Craftsmen report a total membership of approximately 900 members.

## DID YOU KNOW?

### **COURSES AND PUBLICATIONS IN LABOR LAW AND COLLECTIVE BARGAINING TECHNIQUES, ARE AVAILABLE**

The Maine Bureau of Labor Education has numerous programs and publications of interest to Maine workers. It regularly offers free courses in steward training, collective bargaining techniques, contract maintenance, grievance procedure, parliamentary procedure, labor history and public relations. Among its publications are:

"Collective Bargaining and Contract Maintenance in Maine State Government"

"A Workers Guide to Labor Law"

"A Source Book on Working Women"

"A Source Book on Labor for Teachers and Students"

(See "Working Womans Address Book, Bureau of Labor Education.")

### **A WOMAN'S CAUCUS HAS RECENTLY BEEN FORMED WITHIN THE AFL-CIO**

"The purpose of this organization is to develop policies which reflect the changing role of women, their needs and aspirations; and to promote visibility and provide a frame with which we can focus upon these problems, concerns, and needs. The objectives are to further the aims and objectives of the labor movement, to support legislation aimed at a better way of life for working people and through due process to make unions more responsive to our needs."

Exerpt from By-Laws of AFL—CIO  
Womans Caucus, 1976

To date, the Caucus has been involved in supporting legislation involving displaced homemakers and pregnancy disability benefits.

# Women Workers in Maine

## YOUR PART-TIME WORK HAS ADVANTAGES AND DISADVANTAGES

It is estimated that of the 173,000 women employed in Maine in 1976, there were 55,000 working part-time (less than 35 hours a week).

It is not surprising that part-time jobs are the preferred work option of a majority of women, for despite their ever increasing participation in the labor force, women continue to carry the primary responsibility for child rearing and homemaking.

A Bureau of Census survey conducted in Maine in 1976 revealed the following about those who were working part-time:

- . Of all part-time workers included in the survey, the majority (58.8 percent) were women.
- . Twenty-seven percent of those women and 12 percent of the men only wanted to work part-time.
- . Twenty-two percent of the women and 24 percent of the men worked part-time because they could not work full-time; they were too busy with school or housework.
- . Twelve percent of the women and 9 percent of the men worked part-time due to slack work periods and material shortages (economic reasons).
- . Nine percent of the women and 5 percent of the men worked at full-time jobs that required less than 35 hours per week.
- . Five percent of the women and 6 percent of the men could only find part-time work (they were looking for full-time work).

While working mothers are in the majority among part-time workers, several other categories of working women also find part-time work advantageous, if not necessary:

- . Women wishing to gradually reenter the labor force after many years of child rearing and homemaking.
- . Women continuing their education.
- . Older working women who neither want to retire nor work full-time.

## **DID YOU KNOW?**

### **. THE DISADVANTAGES TO PART-TIME WORK**

Really good jobs with high pay are not usually open to part-timers.

Part-time workers are usually denied such fringe benefits as unemployment compensation, health insurance, paid holidays, and sick leave.

Balancing a part-time job and home duties may be harder than if you take on a full-time job if you are married. According to Dr. Urie Bronfenbrenner of Cornell University, fathers slack off on household and child care responsibilities when their wives are around often enough to finish what's left undone.

### **. THERE ARE FRINGE BENEFITS FOR PART-TIME WORKERS IN MAINE STATE GOVERNMENT**

Part-time employees in Maine State government are guaranteed prorated salaries, health insurance, vacation benefits, and participation in the State's retirement plan.

### **. THERE WILL BE INCREASED OPPORTUNITIES FOR PART-TIME EMPLOYEES AT ALL LEVELS OF FEDERAL EMPLOYMENT**

Federal legislation has recently been enacted to expand part-time employment in the federal service to all levels of all federal agencies. Related legislation has also been enacted to allow for experiments with flexi-time work hours in federal employment. Flexitime allows employees to work a 35 hour full-time job; however, they begin their work days earlier than a core staff of employees, or end them later than the core staff.

### **. NEW FORMS OF PART-TIME WORK CALLED JOB SHARING AND JOB SPLIT ARE EMERGING**

A new form of part-time work, known as job sharing is emerging. Actually, it isn't new at all. It was around during the Great Depression, when it was seen as a way for dividing the few available jobs among the greatest number of people. Now the idea has re-emerged as an answer to different needs and is evolving in numerous directions.

The basic idea in job sharing is that two people handle essentially the same full-time job, each working part-time at it. Generally job sharing is worked out on a half-day or half-week basis but there are many other possible patterns. In some cases two people handle the same duties and stay in touch; in other cases, the two people handle different levels of responsibility and then it is called "job-split." In one reported case among two civil service job holders in Wisconsin, each holds down their share of the job for six months of the year; at each change over, there's a two-week period in which the job sharers work together.

At this time, Maine's Department of Human Services and Department of Personnel are experimenting with the concept of job sharing.

**THERE IS A NATIONAL ORGANIZATION DEVOTED TO INCREASING OPPORTUNITIES IN PART-TIME WORK**

(See "Working Woman's Address Book, New Ways to Work.")



## **Women Workers in Maine YOUR UNEMPLOYMENT RATE IS HIGHER THAN MEN'S**

In January 1978, 16,100 Maine women and 20,100 Maine men were unemployed. Although more men than women in Maine were employed, those estimated 16,100 women represented 8.8 percent of the female labor force, while the 20,100 men represented only 7.5 percent of the male force.

Nationally it was no different. The U.S. Bureau of Labor Statistics reported that in January 1978, unemployed women represented 7.8 percent of the female labor force, while unemployed men represented only 6.5 percent of the male labor force. In both cases, the ratio of women's unemployment rates to men's was 1.2.

According to the national Women's Bureau, one major factor contributing to the higher unemployment rate among adult women, age 20 and over, is their greater movement into and out of the labor force. This movement is more likely to be accompanied by unemployment than is the movement within the labor force that is common to men who will not leave a job before they have located a new one. Generally, women move into and out of the labor force with greater frequency than men because of their marital and domestic responsibilities.



## UNEMPLOYED WOMEN IN MAINE: WHO ARE YOU?

Of those collecting unemployment insurance in Maine, January 1978:

- . Thirty-seven percent were women (approximately 45 percent of all those unemployed were women).
- . A higher percentage of women (20.0 percent) than men (9.0 percent) had left their jobs voluntarily.
- . A lower percentage of women (19.4 percent) than men (22.3 percent) had lost their jobs permanently.
- . A lower percentage of women (61.0 percent) than men (68.9 percent) had been laid off temporarily.
- . A higher percentage of women (52.2 percent) than men (46.1 percent) had a high school degree.
- . A higher percentage of women (47.6 percent) than men (38.4 percent) were between the ages of 35 and 64.
- . Approximately 21 percent of the women were primary wage earners and 63 percent were secondary wage earners.
- . A lower percentage of women (13 percent) than men (20 percent) were single with no family responsibility.
- . A higher percentage of women (14.3 percent) than men (8.1 percent) claimed unemployment benefits beyond 14 weeks.
- . A higher percentage of women (46.6 percent) than men (26.2 percent) worked in the manufacturing industry; of those women, approximately 60 percent had worked in the leather and leather products industry.
- . A higher percentage of women (26.5 percent) than men (15.8 percent) worked in the trade industry.
- . A higher percentage of women (17.6 percent) than men (7.9 percent) worked in the services industry.

## DID YOU KNOW?

### . RECENT CHANGES IN MAINE'S UNEMPLOYMENT COMPENSATION PROGRAM FAVOR WOMEN

Maine's unemployment compensation program compensates individuals for wages lost during periods of temporary unemployment. The program is not a welfare program or relief program, but is an insurance program for the benefit of qualified unemployed workers. Monies paid during periods of unemployment are financed by systematic collections from employers subject to the unemployment compensation programs.

If you are a working woman in Maine, there are several aspects and recent changes in Maine's Employment Security Law that you should be aware of:

Prior to November 1977, if you left your regular employment voluntarily for **personal reasons**, you most surely would have been denied unemployment benefits. A 1977 change in the Law allows you to leave work voluntarily with "good cause" for a personal reason when it is:

- . caused by your **illness or disability** or by the illness or disability of someone in your immediate family, if you took all reasonable precautions to protect your employment status by having promptly notified your employer as to the reason for your absence and by promptly requesting reemployment when you are again able to resume employment, or
- . when it is caused by the necessity for you to accompany, follow, or **join your spouse** in a new place of residence and can clearly show upon arrival at the new place of residence an attachment to the new labor market and are in all respects able, available, and actively seeking work.

If you are **pregnant**, you are eligible for unemployment benefits provided you are willing, able, and available for work and actively seeking employment and meet the eligibility guidelines required of all other unemployed workers. In addition, as for all other temporarily disabled claimants, you are required to provide a doctor's statement indicating that you are able and available for work.

In January 1978 **most agricultural workers, some household domestics and all state and local government employees** joined those who were already covered by Maine's Employment Security Law. Private household workers whose employers paid wages of \$1,000 or more in the current or preceding calendar year were covered for the first time in the Law's history as were employees of elementary and secondary schools.

In addition to your weekly benefits, you may also be entitled to a **"supplemental weekly benefit"** of five dollars for each child under the age of 18 who is wholly or mainly supported by you, or for each dependent over the age of 18 who is incapable of earning wages because of mental or physical incapacity, or who is a full-time student. You are not eligible for this benefit if you are married and your spouse is employed full time.

**MAINE'S JOB SERVICE PROVIDES SERVICES FOR THOSE SEEKING EMPLOYMENT**

(See "Working Woman's Address Book, Maine Job Service.")

# Women Workers in Maine

## YOUR TRAINING OPPORTUNITIES



### VOCATIONAL EDUCATION AND APPRENTICESHIP TRAINING

It is no wonder that until recently, workers in the skilled trades were called "craftsmen" and "journeymen." For even as late as 1976, approximately only two percent of all employed women in Maine held six percent of all "craftsmen's" positions; positions which include such highly paid occupations as carpenter, plumber, electrician, and millwright.

TABLE 12  
WOMAN CRAFTWORKERS  
MAINE: 1960, 1970, 1976

Year	Total Number	Percent Distribution	Occupational Participation
1960	1,730	1.6	3.5
1970	2,962	2.0	5.2
1976	4,000	2.3	6.0

Source: "Census of Population, 1970," Tables 170, 171, "Current Population Survey, 1976."

Opportunities for increasing the number of women in this traditionally male dominated field appear to be improving. While the U.S. Department of Labor was neutralizing "craftsmen" into "craftworkers" in the late 1970s, regulations were being designed to increase the number of women in vocational education and apprenticeship programs where the majority of skilled craftworkers received their training.

## Status of Women in Vocational Education: 1976

Women constituted almost one third of all vocational education students in Maine in 1976. Approximately three out of ten of those women were enrolled in homemaking and consumer education courses and four out of ten were enrolled in office education courses. In contrast, only four out of 100 women were enrolled in trade and industry courses, where such high-paying trades as carpentry and welding are learned. Twenty-eight out of 100 men were enrolled in such courses.

A comparison of Maine vocational education enrollments with those nationwide for 1976 indicates that Maine women lagged far behind women nationwide in technical as well as trades and industry programs:

**TABLE 13**  
**FEMALE VOCATIONAL EDUCATION ENROLLMENTS**  
**MAINE AND THE NATION: 1976**

Program	Maine Percent Female	Nation
Agriculture	14.7	11.3
Distribution	42.7	48.0
Health	70.6	78.7
Consumer, Homemaking	85.0	83.2
Home Economics	82.9	84.7
Office	71.0	75.1
Technical	6.3	11.3
Trades, Industry	6.6	12.7
Special Programs (includes industrial arts)	2.5	33.3

Source: Maine Department of Educational and Cultural Affairs.

Maine's six VTIs, located throughout the State, had an average female enrollment of 23 percent in 1976.

**TABLE 14**  
**FEMALE ENROLLMENT IN**  
**VOCATIONAL TRAINING INSTITUTES**

Vocational Technical Institute	Total	Female	Percent Female
Central Maine VTI	315	72	18.6
Eastern Maine VTI	478	118	24.7
Kennebec Valley VTI	89	44	49.4
Northern Maine VTI	429	136	31.7
Southern Maine VTI	871	129	14.8
Washington County VTI	478	118	24.7

Source: Maine Department of Educational and Cultural Affairs.

## Status of Women in Apprenticeships: 1977

As in vocational education programs, few women use the apprenticeship route to a well paid occupation in the skilled trades. At the end of 1977, a total of 1,383 apprentices in Maine were registered in programs involving 67 trades; only 1.7 percent, or 23, were women. They were apprenticing in the following 13 trades:

printer, paper worker, pipefitter, millwright, electrician, shipfitter assembler, ship machinist, shipfitter, carpenter, cabinet maker, machinist, loft worker, and hydraulic equipment mechanic.

Nationally, the statistics were not any better. As of December 31, 1976, women represented only 1.7 percent of the 255,000 apprentices in training nationwide. The 4,335 women were found in 200 of the 450 recognized apprenticeable trades. The majority of them were apprenticing as cooks, bookbinders, and beauticians, traditionally female trades.

## CETA TRAINING

CETA, the Comprehensive Employment and Training Act of 1973, a federally funded locally operated program, is designed to provide job training and employment opportunities to economically disadvantaged unemployed and underemployed persons and to groups with special employment problems.

There are many types of programs run by CETA; the three major ones are:

- Title I — includes classroom training leading to a job and on-the-job training which teaches entry level skills while you work in the private sector.
- Title II — provides public employment for unemployed and underemployed persons. Title II "training" is implied rather than expressed. The jobs are with state, county, and municipal governments and other nonprofit groups. They are entry level jobs and are usually transitional; that is, they lead to other jobs or additional training.
- Title VI — provides short-term jobs in public service for trained persons unemployed for over 15 weeks or who are on welfare.

Of these three major programs, Title I and Title II are of prime interest to women who are entering or reentering the labor force with no skills or rusty skills. In Fiscal Year 1978 approximately 4,400 women in Maine were enrolled in Title I and II programs where they constituted 52 percent of the participants. In comparison, Maine women constituted only 46 percent of the approximately 24,440 participants in all of Maine's CETA programs in Fiscal Year 1978.

The Comprehensive Employment Training Act of 1973 expired in 1978. The reauthorized CETA, with new regulations which went into effect

in April 1, 1979, moved CETA away from the emergency public service jobs (Title VI). The "new" CETA will focus on programs "for the long-term unemployed who are not job ready." Toward this end, a new Title II program will include both old Title I and Title II, and unlike the old programs will require an income test. Participants must either have a family income (family of four) of not more than \$7,240 in non-metropolitan areas, and \$7,670 in metropolitan areas, and be unemployed at least seven consecutive days to qualify for training and 15 weeks to qualify for public service employment or be a public assistance recipient.

#### **DID YOU KNOW:**

##### **FEDERAL REGULATIONS HAVE BEEN DESIGNED TO INCREASE THE NUMBER OF WOMEN IN NONTRADITIONAL VOCATIONAL EDUCATION PROGRAMS BY 1982:**

Federal regulations were designed in 1976 to eliminate sex discrimination, bias, and stereotyping from vocational education programs nationwide and thereby increase the number of female students in nontraditional vocational education programs. In response, the Maine Department of Education and Cultural Services prepared a five-year plan to increase female enrollment in secondary vocational schools by 850 or one percent; and female enrollment in post-secondary schools by 450 or 5 percent. It also hired an affirmative action officer for vocational education, statewide. It should be noted however, that the Maine Human Rights Commission charged that the "plan failed to set forward looking aggressive goals for females in nontraditional courses" and asked for a minimum enrollment increase for females of at least 3 percent in nontraditional programs and an overall 15 percent increase by 1982.

**TABLE 15**  
**PROGRAMS OFFERED AT**  
**MAINE'S VOCATIONAL TECHNICAL INSTITUTES**

	NM	WC	EM	KV	CM	SM
Accounting	x					
Appliance Repair					x	
Auto Body Repair	x					
Auto Mechanics	x	x	x		x	
Automotive Technology						x
Boatbuilding		x				
Building Construction Technology			x		x	x
Business Administration	x					
Carpentry	x	x		x		
Civil Technology					x	
Construction/Maintenance Trades					x	
Culinary Arts						x
Diesel Service		x		x		
Distributing & Marketing			x	x		
Diversified Occupations					x	
Domestic Home Construction		x				
Drafting	x					
Electrical Technology			x		x	x
Electricity		x			x	
Electro-Mechanical Technology					x	
Electronics Communication			x		x	x
Electronics Technology			x		x	x
Environmental Technology			x			
Fire Technology				x		x
Food Service		x				
Graphic Arts					x	
Health Occupations				x		
Heating & Air Conditioning						x
Heavy Equipment Maintenance				x		
Hotel-Motel Restaurant Management						x
Industrial Electricity					x	x
Industrial Maintenance					x	
Institutional Foods			x			
Computer Programmer	x					
Law Enforcement Technology						x
Machine Tool Technology			x		x	x
Marine Biology						x
Marine Technology						x
Masonry-Bricklaying	x					
Mechanics, Indus. & Agric.	x					
Media Production					x	
Medical Laboratory Technology			x			
Nurse Aide				x		
Plant and Soil Technology						x
Plumbing & Heating	x		x		x	
Practical Nursing	x		x		x	x
Process Control					x	
Radio & TV Repair	x				x	
Radiologic Technology			x			
Respiratory Technician						x
Secretarial and Related	x	x		x		
Secretarial Science				x		
Sheet Metal	x					
Technical Service Occupations					x	
Wastewater Technology						x
Wood Harvesting		x				

NM: Northern Maine VTI; WC: Washington County VTI; EM: Eastern Maine VTI; KV: Kennebec Valley VTI; CM: Central Maine VTI; SM: Southern Maine VTI.



## WHAT IT MEANS TO BE AN APPRENTICE

An apprentice is a trainee in a skilled craft, enrolled in a program from one to five years that combines on the job training with related classroom instruction. An apprentice begins training with a pay level amounting to about one-half that of the skilled craft-worker; increases in pay occur at regular intervals.

Today there are over 400 occupations offering apprenticeship training. An apprenticeable occupation possesses the following characteristics:

- . Is customarily learned in a practical way through training and work on the job.
- . Is clearly identified and commonly recognized throughout an industry.
- . Involves manual, mechanical or technical skills and knowledge which requires a minimum of 2,000 hours of on-the-job training some of which may include the time spent at related instruction.
- . Requires related instruction to supplement the on-the-job training (classroom, correspondence courses, etc.).
- . Involves the development of skill sufficiently broad to be applicable in like occupations throughout an industry, rather than of restricted application to the products of any one company.
- . Does not fall into any of the following categories: selling, managerial, clerical, and professional, and technical vocations for which entrance requirements customarily require an academic degree.

## FEDERAL REGULATIONS HAVE BEEN DESIGNED TO INCREASE THE NUMBER OF WOMEN IN APPRENTICESHIPS:

New regulations governing women in apprenticeship programs were issued by the federal government, effective June 12, 1978. They require all apprenticeship programs registered with the federal Bureau of Apprenticeship and Training (BAT) and the Maine State Apprenticeship Council (SAC) to prepare affirmative action plans to increase the number of women in apprenticeship programs to a level of at least 20 percent of each apprenticeship class. (20 percent is approximately one-half the women's share in the labor force.)

## THE FIRST PRE-APPRENTICESHIP TRAINING PROGRAM FOR MAINE WOMEN:

Twenty-five women between the ages of 18 and 21 in Cumberland County are participating in the State's first CETA sponsored pre-apprenticeship program for women during 1978-79. Women who wish to pursue a career in skilled trades which are currently dominated

by men, are being exposed to opportunities in apprenticeships through job sampling and career exploration. Ten of those women will eventually be selected to enter into apprenticeships in one of the following areas: welding, electrical and electronics technology, machine tools set up, and heavy equipment. With this program, Maine joins the many other states in the nation who have developed programs to assist women moving into nontraditional skilled trades.

## **IN FEBRUARY 1978, THERE WERE 1,458 APPRENTICES IN 72 SKILLED TRADES IN MAINE:**

Of those apprentices the majority were:

- . carpenters (101)
- . electricians (204)
- . machinists (134)
- . plumbers (161)
- . papermakers (167)
- . pipefitters (116)
- . shipfitters (76)
- . millwrights (58)
- . welders (30)
- . sheetmetal worker (57)

The remainder ranged from acoustical carpenters to vending machine repairers.

## **MORE ABOUT APPRENTICESHIP PROGRAMS IN MAINE:**

See "Working Woman's Address Book, Apprenticeships.")



# Working Woman's **ADDRESSBOOK**

## **APPRENTICESHIPS**

For information on registered apprenticeship programs in Maine, contact your local Job Service office or any of the following:

Maine State Apprenticeship Council  
Bureau of Labor  
State Office Building  
Augusta, Maine 04333  
Tel: 289-3331

Bureau of Apprenticeship and Training  
U.S. Department of Labor  
Room 101-B  
Federal Building  
68 Sewall Street  
Augusta, Maine 04330  
Tel: 622-6171 Ext. 236 or 263

Bureau of Apprenticeship and Training  
U.S. Department of Labor  
Room 325  
U.S. Courthouse Building  
76 Pearl Street  
Portland, Maine 04112  
Tel: 780-3341 or 3342

## **BUREAU OF MAINE'S ELDERLY**

Statehouse  
Augusta, Maine 04333  
Tel: 289-2561

## **BUREAU OF LABOR EDUCATION**

128 College Avenue  
Orono, Maine 04473  
Tel: 581-7032

Provides free courses in collective bargaining, contract maintenance, and parliamentary procedure. Publications include: "A Workers Guide to Labor Law" and "A Source Book on Working Women."

## **CATALYST**

14 East 60th Street,  
New York, New York 10022

A national non-profit organization that provides career information and self guidance materials to women. Services and programs include:

- A series of 40 career and education opportunities and self-guidance booklets prepared especially for women entering or reentering the labor force. The series covers fields from accounting to environmental affairs.
- Manual on upward mobility, offering information and guidance for the woman who wishes to advance in a management career.
- Occasional papers on such topics as Flexible Work Schedules, (seven forms of part-time employment), Flex-time (as an alternative to the traditional 9 to 5 workday) and Moving Women Up (problems associated with upward mobility of women in the labor force and suggestions for dealing with them).
- More than 150 local resource centers with job referral and placement services. There are no Catalyst Centers in Maine, although one is not difficult to establish.

## **DAY CARE**

For those who wish a listing of licensed day care centers and homes in their area, the Maine Department of Human Services provides the following toll free information and referral numbers:

	Local Numbers	Toll Free Numbers
Augusta.....	289-2851	1-800-452-4640
Bangor.....	947-0511	1-800-432-7825
Caribou.....	498-8150	1-800-432-7864
Houlton.....	532-9531	1-800-432-7338
Lewiston.....	784-2221	1-800-432-7846
Machias.....	255-8641	1-800-432-7846

Portland .....	774-4581	1-800-482-7520
Rockland.....	594-2521	1-800-432-7802
Skowhegan .....	474-5551	1-800-452-4602

## **DISPLACED HOMEMAKERS PROJECT**

University of Maine at Augusta  
Stoddard House  
Augusta, Maine 04330  
Tel: 622-7131 Ext. 337

A pilot project of referral and information for women, ages 30 to 64, living in the Kennebec Valley Region, whose financial means of support have been lost or withdrawn as a result of divorce, death, desertion, or separation.

## **MAINE COMMISSION FOR WOMEN**

State House  
Augusta, Maine 04333  
Tel: 289-3418

The Maine Commission for Women operates under a legislative mandate to promote, carry out, and conduct programs designed to improve opportunities for women, including research programs to determine the status of Maine women, advocacy for the needs of Maine women with State and Federal Government officials, and education of the public about the presence or absence of opportunities for Maine women.

Activities of the Commission include operation of a "Talent Bank," a file of applications and resumes of Maine women who have indicated their interest in serving on State Boards and Commissions. As openings arise, applications and resumes are forwarded to appropriate appointing authorities. Operation of the "Talent Bank" assists women in securing decision and policy making positions.

Every election year, the Commission runs a one day candidates workshop "Winning with Women." Its purpose is to encourage women to seek elective office and to aid them in setting up campaigns.

"The Legal Rights of Maine Women" is a Commission publication. It covers in simple question and answer form those legal questions most asked by Maine Women. It is available from the Maine Commission on Women. \$1 donation.

## **MAINE DEPARTMENT OF MANPOWER AFFAIRS**

Employment Security  
Manpower Research Division  
20 Union Street  
Augusta, Maine 04330  
Tel: 289-2271

Among its numerous labor market publications are the following focusing on career and employment opportunities, occupational licensing, and wages in Maine:

- **Maine Occupational Outlook to 1985** describes over 250 occupations in Maine; the employment trends and prospects
- **Maine Occupational Monographs** cover almost 80 occupations in Maine, ranging from bookkeeper to physical therapist to tool and die maker. The monographs describe educational requirements, where to obtain the necessary training in Maine, earnings, and future demand.
- **Maine Occupational Licensing Requirements** provides information for those occupations in Maine requiring licensure, certification, or registration. Occupations range from accountant to land surveyor.
- **Maine Occupational Wages and Fringe Benefits** provides wage information for several hundred occupations in selected manufacturing establishments. It allows you to compare the wages of an accountant in printing and publishing with one in the manufacturing of leather products, etc.

## • MAINE HUMAN RIGHTS COMMISSION

31 Western Avenue  
 Augusta, Maine 04333  
 Tel: 289-2326

If you wish to file a discrimination complaint, you may file it with the Maine Human Rights Commission (MHRC). You should call and meet with a Commission representative who will assist you in completing a complaint form since the contents of the form may be critical to the outcome of your case.

After the MHRC receives a complaint, it attempts to resolve the matter by informal means prior to a formal investigation. If the informal attempts do not produce satisfactory results, an extended investigation will take place. Depending on the outcome of the investigation, the Commission may either:

- "Dismiss the complaint and not take any further action on it; or
- "Try to correct the problem informally by attempting to get the problem settled between you and the person or company against which you complained without taking any legal action
- "If the informal attempts at settlement do not produce satisfactory results and the MHRC feels your case is one it should take to court, the MHRC will file a lawsuit for you. Its lawyer would then represent you.
- "Otherwise, the MHRC will inform you of the results of its investigation, and you may hire your own attorney to sue the employer against who you complained."

Excerpted from **The Legal Rights of  
Maine Women**, by Judy Potter, Professor  
of Law, University of Maine School of Law

Publications available from the Commission include: "Employment Guidelines," "Procedural Regulations," "Pregnancy and Your Right to Employment," "A Guide to Pre-Employment Inquiries," and the "Maine Human Rights Act."

## MAINE JOB SERVICE

The Maine Job Service, a division of the Maine Department of Manpower Affairs, locates suitable employment for job seekers and provides qualified workers for employers job openings. Services to women include counseling, referral to training, and job development and are "designed to help women overcome barriers to employment and to obtain jobs at their highest skill level."

"Professional Applicants," a monthly publication of the Job Service provides employers with a brief profile of professional, managerial, and technical applicants registered with the Job Service. Detailed resumes are supplied to employers upon request. Almost 400 "professional applicants" appeared in the October 1978 issue.

Location	Address	Telephone
Augusta	220 Capitol Street	289-2601
Bangor	45 Oak Street	942-6351
Bath	180 Front Street	443-5536
Biddeford	64 Alfred Street	282-1581
Calais	171 Main Street	454-7551
Ellsworth	75 Washington Street	667-2554
Lewiston	522 Lisbon Street	783-9171
Machias	Lower Main Street	255-3428
Madawaska	441 E. Main Street	728-6312
Portland	105 Elm Street	775-4141
Presque Isle	60 State Street	764-0351
Rockland	235 Park Street	594-9551
Rumford	35 Congress Street	364-3716
Sanford	63 Main Street	324-5460
Skowhegan	114 Madison Avenue	474-5111
Waterville	28 College Avenue	872-5513

## NATIONAL COMMISSION ON WORKING WOMEN

Center for Women and Work  
1211 Connecticut Avenue, N.W., Suite 400  
Washington, D.C. 20036

The National Commission on Working Women was recently created to focus on the needs and concerns of the 80 percent of women in the labor force who are concentrated in low-paying, low status jobs in service industries, clerical occupations, retail stores, factories, and plants. Issues include the increasing earnings gap, pregnancy disability benefits, access to nontraditional jobs, alternative child care arrangements, and alternatives to rigid work schedules. Initial activities include regional meetings with working women and researchers. The Commission is eager to hear from other groups concerned with low-income working women.

#### **NEW DAY FILMS**

P.O. Box 315

Franklin Lakes, New Jersey 07417

A distribution cooperative for films about women. Films available through rental or purchase include: "Sometimes I Wonder Who I Am," a study of the conflict felt by a young housewife who dreams of the career she could have had; "Union Maids," a documentary about women organizing in the 30s; and "Anything You Want to Be," a film about the external pressures and the more subtle, internal pressures a woman faces in finding her identity. Send for free catalogue.

#### **NEW WAYS TO WORK**

454 Kingsley Avenue

Palo Alto, California 94301

New Ways to Work, a non-profit organization, helps people whose employment needs are not being met by existing patterns of work. The organization promotes job-sharing through several publications including: "A Booklet of General Information About Job Sharing," "A Bibliography on Job Sharing," and "Working Less But Enjoying It More: A Guide to Splitting or Sharing Your Job."

#### **UNIVERSITY OF MAINE**

University Heights, Augusta 04330

Tel: 622-7131;

277½ Minot Avenue, Auburn 04240

Tel: 784-7366

432 Main Street, Rockland 04841

Tel: 778-3501

University of Maine at Farmington

86 Main Street, Farmington 04938

Tel: 778-3501



University of Maine at Fort Kent  
Pleasant Street, Fort Kent 04743  
Tel: 834-3162

University of Maine at Machias  
Machias 04654  
Tel: 255-3313

University of Maine at Orono  
Orono 04654  
Tel: 581-1110

Bangor Community College of the University of Maine at Orono  
Bangor 04401  
Tel: 945-9446

University of Southern Maine  
96 Falmouth Street, Portland 04103  
Tel: 780-4141

University of Maine at Presque Isle  
Presque Isle 04769  
Tel: 764-0311

## **VOCATIONAL EDUCATION**

For information on post secondary vocational education, contact:

Central Maine Vocational Technical Institute  
1250 Turner Street  
Auburn, Maine 04210

Eastern Maine Vocational Technical Institute  
Hogan Road  
Bangor, Maine 04401

Kennebec Valley Vocational Technical Institute  
Brooklyn Avenue  
Waterville, Maine 04901

Northern Maine Vocational Technical Institute  
33 Edgemont Drive  
Presque Isle, Maine 04769

Southern Maine Vocational Technical Institute  
Fort Road  
South Portland, Maine 04106

Washington County Vocational Technical Institute  
River Road  
Calais, Maine 04619

Maine School of Practical Nursing  
8 Highwood Street  
Waterville, Maine 04901

## **WOMEN'S CENTER, WESTBROOK COLLEGE**

716 Stevens Avenue, Portland 04103  
Tel: 797-2761 and 274

Starting college, for a second time or beginning it for the first time, adult women are assisted by the Women's Center in finding their way into and through the experience of higher education. Free of charge, the Center assists them in defining their educational goals through preference and interest testing. The Center also supplies additional support through workshops, seminars, and minicourses of interest to the returning women.

**WOMEN'S MEDIA NETWORK, INC.**

Box 111, Hope, Maine  
Tel: 763-3187

The Women's Media Network is an organization devoted to providing Maine women with access to the medium of television and bringing to public attention women's issues, concerns, and accomplishments. To date the Network has produced a 1 1/2 hour documentary entitled "Working Women of Waldo County" which is available for group showings. They have also produced a weekly program on State Cable T. V. in Augusta. Entitled "Mainly Women"; the panel program dealt with such topics as female blue collar workers and battered wives.

# SOME ADDITIONAL STATISTICS

## MAINE'S FEMALE LABOR FORCE 1950-79: TABLE 16

- The number of women, age 14 and over in Maine's labor force increased by approximately 58 percent between 1950 and 1970, according to the Bureau of Census, growing from 94,839 to 149,670 in 20 years. At the same time, due to the great outmigration, the number of men in the labor force decreased by approximately 4 percent, or 10,627.
- Between 1950 and 1970, Maine women's share of the labor force rose from 27.7 percent to 38.7 percent, while the men's declined from 72.3 percent to 61.3 percent.
- During this time Maine women made up approximately 124 percent of all net additions to Maine's civilian labor force! If the 1979 projections based on the Current Population Survey and regional and national surveys is correct, the number of women in Maine's labor force will have more than doubled since 1950 and the female share of the labor force will have risen to approximately 41 percent!
- The growth rate of the female labor force in Maine was more than four times that of the total civilian labor force between 1950 and 1970 compared to a national female growth rate of only slightly more than two times that of the total civilian labor force. This was due in part to the outmigration of males from Maine, seeking better employment opportunities in other states during the 50s and 60s.
- The growth rate of the female labor force in Maine, relative to that of the total civilian labor force, however, has slowed down in recent years. From over 200 percent between 1950 - 60 to approximately 94 percent between 1960 - 70, to a projected 47.5 percent between 1970 - 79. As a result, the female share of the civilian labor force, although still increasing, is doing so at a decreasing rate.

## FEMALE LABOR FORCE PARTICIPATION RATE: 1950-1979: TABLE 17

- Between 1950 and 1970, the female labor force participation rate in Maine increased from 27.8 percent to 39.5 percent.
- If the 1979 projections are accurate, the female labor force participation rate will rise to approximately 49 percent. This will mean that almost one-half of the women age 16 and over will be in Maine's female labor force.

**TABLE 16**  
**GROWTH OF FEMALE LABOR FORCE,**  
**MAINE: 1950-1979 1/**

Year	Civilian Labor Force: Total	Civilian Labor Force: Female	Female Civilian Labor Force as a Percent of Total Civilian Labor Force
1950 .....	342,442	94,839	27.7
1960 .....	353,398	118,596	33.5
1970 .....	386,646	149,670	38.7
1979 1/ .....	505,000	205,887	40.8

	Changes		Changes		Changes in Female Civilian Labor Force as a Percent of Total Changes in Civilian Labor Force
	Number	Percent	Number	Percent	
1950-70. ....	44,204	12.9	54,831	57.8	124.0
1950-79. ....	162,558	47.5	111,038	117.1	68.3
1950-60. ....	10,956	3.2	23,757	25.0	216.8
1960-70. ....	33,248	9.4	31,074	26.2	93.5
1970-79 1/ ..	118,353	30.6	56,207	37.6	47.5

1/ The 1979 projections were provided by the Lawrence Berkeley Laboratory; they are based on state, regional, and national surveys.

**TABLE 17**  
**GROWTH OF FEMALE LABOR FORCE PARTICIPATION RATE**  
**MAINE: 1950-1979**

Year	Female Civilian Population	Female Civilian Labor Force	Female Civilian Labor Force Participation Rate
1950 .....	342,686	94,839	27.8
1960 .....	349,329	118,596	33.9
1970 .....	379,134	149,670	39.5
1979 .....	417,518	205,877	49.3

	Change		Percent Change in Female Civilian Labor Force Participation Rate
	Number	Percent	
1950-70. ....	36,448	10.6	+11.7
1950-79 1/ ..	74,832	21.8	+21.5

1/ The 1979 projections were provided by the Lawrence Berkeley Laboratory; they are based on state, regional, and national surveys.

TABLE 18

**MAINE'S FEMALE LABOR FORCE  
BY COUNTY: 1970, 1979 1/**

Area	Female Labor Force		Change: 1970-1979		1979	
	1970	1979	Total	Percent	Participation (Row Percent)	Distribution (Column Percent)
State.....	147,641	205,877	58,236	39.4	40.8	100.00
Androscoggin.....	16,363	21,788	5,425	33.2	44.9	10.6
Aroostook.....	10,663	14,687	4,024	37.7	35.5	7.1
Bumderland.....	31,525	43,088	11,563	36.7	42.4	20.9
Franklin.....	3,158	5,670	2,152	61.2	43.2	2.8
Hancock.....	4,450	7,557	3,107	69.8	36.5	3.7
Kennebec.....	15,416	20,370	4,954	32.1	43.8	9.9
Knox.....	4,166	6,178	2,012	48.3	40.8	3.0
Lincoln.....	2,909	3,452	543	18.7	40.2	1.7
Oxford.....	6,087	8,380	2,293	37.7	40.5	4.1
Penobscot.....	17,528	24,825	7,297	41.6	40.3	12.1
Piscataquis.....	2,279	3,107	828	36.3	38.5	1.5
Sagadahoc.....	3,578	5,062	1,484	41.5	41.8	2.4
Somerset.....	5,989	7,836	1,847	30.8	40.8	3.8
Valdo.....	2,981	4,909	1,928	64.7	37.4	2.4
Washington.....	3,550	5,833	2,283	64.3	37.3	2.3
York.....	16,639	23,135	6,496	39.0	39.2	11.2

1/ The 1979 projections were provided by the Lawrence Berkeley Laboratory; they are based on state, regional, and national surveys.

**TABLE 19  
FEMALE LABOR FORCE BY AGE  
MAINE 1960, 1970, 1979**

Age	Number 1979	Participation Rate			Distribution		
		1960 1/	1970 2/	1979 3/	1960 1/	1970 2/	1979 3/
6-17.....	9,886	23.5	24.5	45.9	3.1	3.2	4.8
8-19.....	12,950	40.7	45.5	60.2	4.5	5.3	6.3
20-24.....	31,359	39.6	52.7	65.0	9.7	13.4	15.2
25-34.....	40,805	32.3	43.1	58.6	16.2	16.3	19.8
35-44.....	37,427	43.9	52.8	64.2	21.9	19.8	18.2
45-64.....	65,822	44.1	51.4	55.2	37.5	36.9	32.0
65 and Over.....	7,467	12.0	11.2	9.6	5.8	5.1	3.6

1/ "Census of Population, 1960," Table 94.

2/ "Census of Population, 1970," Table 165.

3/ Lawrence Berkeley Laboratory Projections based on 1970 Census and recent state, regional and national surveys.

TABLE 20  
NONFARM EMPLOYMENT BY INDUSTRY AND SEX  
MAINE 1977 1/

Industry	Total (Both Sexes)	Female		
		Total	Distribution	Participation
Total .....	387,781	157,047	100.00	40.5
Manufacturing .....	105,833	36,207	23.1	34.2
Durable Goods .....	35,524	8,980	5.7	25.3
Lumber & Wood Products ..	13,519	3,182	2.0	23.5
Furniture & Fixtures .....	1,009	192	0.1	19.0
Stone .....	1,282	68	*	5.3
Primary Metals .....	433	42	*	9.7
Fabricated Metals .....	3,607	313	0.2	8.7
Machinery .....	3,210	373	0.2	11.6
Electrical Equipment .....	5,560	3,388	2.2	60.9
Transportation Equipment ..	5,186	415	0.3	8.0
Instruments .....	486	297	0.2	61.2
Misc. Manufacturing .....	1,232	710	0.5	57.6
Nondurable Goods .....	70,309	27,227	17.3	38.7
Food .....	10,570	3,794	2.4	35.9
Textile .....	9,269	3,573	2.3	38.5
Apparel .....	3,635	3,004	1.9	82.6
Paper & Allied Products .....	18,237	2,298	1.5	12.6
Printing & Publishing .....	3,268	1,150	0.7	35.2
Chemicals .....	1,205	236	0.1	19.6
Petroleum .....	200	19	*	9.5
Rubber .....	4,028	1,797	1.1	44.6
Leather & Leather Products ..	19,897	11,356	7.2	57.1
Nonmanufacturing .....	281,948	120,840	76.9	42.9
Mining .....	244	8	*	3.3
Contract Construction .....	20,515	1,026	0.7	5.0
Transportation, Communica-				
tion, Utilities .....	18,010	3,973	2.5	22.1
Transportation .....	9,771	1,046	0.7	10.7
Communication .....	5,091	2,392	1.5	47.0
Utilities .....	3,148	535	0.3	17.0
Trade .....	83,719	33,866	21.6	40.5
Wholesale .....	18,601	3,906	2.5	21.0
Retail .....	65,118	29,960	19.1	46.0
Finance, Insurance, & Real				
Estate .....	15,118	8,496	5.4	56.2
Finance .....	7,057	4,869	3.1	69.0
Insurance, Real Estate .....	8,061	3,627	2.3	45.0
Services .....	67,073	43,334	27.6	64.6
Business .....	3,706	1,557	1.0	42.0
Miscellaneous Repair .....	855	68	*	8.0
Entertainment .....	2,389	804	0.5	33.7
Health .....	28,259	23,455	14.9	83.0
Education, Museum, Member-				
ship .....	9,497	4,749	3.0	50.0
Legal & Miscellaneous .....	4,382	2,016	1.3	46.0
Social Services .....	5,204	3,694	2.3	71.0
Agricultural Services .....	1,354	135	0.1	10.0
Other Personal Services .....	11,427	6,856	4.4	60.0
Government .....	77,269	30,137	19.2	39.0
Federal .....	17,035	4,429	2.8	26.0
State .....	20,600	7,210	4.6	35.0
Local .....	39,634	18,498	11.8	46.7
Schools .....	23,628	14,177	9.0	60.0
Others .....	16,006	4,321	2.8	27.0

1/ Annual Average Current Employment Survey, Research Division, Maine State Department of Manpower Affairs. Includes wage and salary workers only.

\* Less than .05 percent.

TABLE 21  
INDUSTRY OF EMPLOYED WOMEN 1/  
MAINE: 1950, 1960, 1970

	1950 2/	1960 3/	1970 3/
TOTAL .....	88,333	110,475	141,840
Manufacturing .....	29,871	31,867	37,871
Durable Goods .....	3,783	4,939	8,584
Lumber .....	1,854	2,369	2,296
Furniture .....	117	174	162
Stone .....	37	57	108
Primary Metals .....	48	23	29
Fabricated Metals .....	108	178	259
Machinery .....	562	197	451
Electrical Equipment .....	218	952	3,890
Transportation Equipment .....	166	447	600
Instruments .....	57	75	123
Ordnance .....	-	27	157
Miscellaneous .....	616	444	509
Nondurable Goods .....	26,000	26,805	29,067
Food .....	2,942	3,450	3,387
Textile .....	10,179	5,939	4,465
Apparel .....	1,340	2,230	2,800
Paper .....	1,822	2,025	2,155
Printing and Publishing .....	589	888	1,183
Chemical Products .....	69	125	121
Petroleum Products .....	8	20	17
Rubber and Plastic .....	106	160	1,334
Leather and Leather Products .....	8,945	11,969	13,605
Not Specified .....	88	123	220
Nonmanufacturing .....	56,639	74,256	96,216
Agriculture .....	1,372	1,515	1,568
Mining .....	7	20	52
Construction .....	325	515	940
Transportation, Communication			
Utilities .....	3,556	3,522	3,953
Transportation .....	753	739	1,069
Communication .....	2,223	2,122	2,194
Utilities .....	580	661	690
Trade .....	16,487	20,339	26,208
Wholesale .....	1,297	1,600	2,687
Retail .....	15,190	18,739	23,521
Finance, Insurance, and Real Estate .....	2,712	4,448	6,359
Finance .....	1,208	2,163	3,121
Insurance .....	1,155	1,896	2,591
Real Estate .....	349	389	647
Services .....	29,160	39,440	51,977
Business, Repair .....	549	785	1,200
Personal .....	12,035	13,902	11,604
Entertainment .....	424	429	522
Professional .....	16,152	24,324	38,651
Health .....	6,779	10,598	16,847
Legal .....	418	556	768
Educational .....	7,852	11,449	18,209
Other .....	1,103	1,721	2,827
Public Administration .....	3,020	4,457	5,159
Postal .....	637	718	954
Federal .....	742	1,599	1,369
State .....	860	910	1,327
Local .....	781	1,230	1,509
Not Reported .....	1,823	4,334	7,753

1/ Age 14 and older.

2/ "Census of Population, 1960", Table 126.

3/ "Census of Population, 1970", Table 183.

**TABLE 22**  
**DISTRIBUTION OF EMPLOYED FEMALES BY OCCUPATION:**  
**MAINE 1/ AND THE NATION 2/: 1960, 1970, 1976**

Occupational Category	1960		1970		1976	
	Maine	Nation	Maine	Nation	Maine	Nation
Total . . . . .	100.0	100.0	100.0	100.0	100.0	100.0
Professional-Technical . . . . .	13.2	12.4	15.1	14.5	15.6	16.0
Managerial . . . . .	4.0	5.0	3.8	4.5	4.6	5.5
Sales . . . . .	7.4	7.7	6.1	7.0	5.8	6.7
Clerical . . . . .	21.9	30.3	26.5	34.5	27.7	34.9
Craft . . . . .	1.6	1.0	2.0	1.1	2.3	1.6
Operatives . . . . .	24.4	15.2	24.1	14.5	19.1	11.8
Non Transport . . . . .	24.2	NA	23.8	NA	NA	NA
Transport . . . . .	0.2	NA	0.3	NA	NA	NA
Non-Farm Laborers . . . . .	1.1	0.4	1.5	0.5	1.7	1.1
Service . . . . .	13.5	14.8	16.3	16.5	18.5	17.9
Private Household . . . . .	7.1	8.9	3.9	5.1	2.9	3.1
Farm . . . . .	0.8	4.4	0.7	1.8	1.7	1.3

1/ "Census of Population, 1970." Tables 170, 171. "Current Population Survey, 1976."

2/ "U.S. Working Women: A Datebook." Table 7.

NA: Not Available.

**TABLE 23**  
**OCCUPATIONS OF FULL-TIME WOMEN IN STATE GOVERNMENT**  
**STATE OF MAINE: 1977 1/**

Occupation	Total	Female	Participation Rate	Percent Distribution 2/	
			(Row Percent) Female	Column Percent Male	Column Percent Female
TOTAL . . . . .	11,118	4,165	37.5	100.0	100.0
Officials/Administrators	562	65	11.6	7.1	1.6
Professionals . . . . .	2,375	794	33.4	22.7	19.1
Technicians . . . . .	1,467	333	22.7	16.3	8.0
Protective Services . . . . .	916	45	4.9	12.5	1.1
Para-Professional . . . . .	1,082	673	62.2	5.9	16.2
Office/Clerical . . . . .	2,380	2,033	85.4	5.0	48.8
Skilled Craft . . . . .	630	12	1.9	8.9	0.3
Service/Maintenance . . . . .	1,706	210	12.3	21.5	5.0

1/ Maine State Government: Department of Personnel.

2/ Percentages may not add up to 100 percent due to rounding.



**TABLE 24**  
**POSITIONS HELD BY PUBLIC SCHOOL ADMINISTRATORS, BY SEX**  
**STATE OF MAINE: 1976-1977 1/**

Position	Number		Participation Rate (Row Percent)		Percent Distribution 2/ (Column Percent)	
	Total	Female	Male	Female	Male	Female
TOTAL.....	1,412	295	79.1	20.9	100.0	100.0
Superintendent.....	132	0 3/	100.0	0.0	11.8	0.0
Asst. Superintendent ..	114	12	89.5	10.5	9.1	4.1
Director, Coordinator ..	212	104	50.9	49.1	9.7	35.3
High School Principal ..	104	2	98.1	1.9	9.1	0.7
Junior High Principal ..	133	9	93.2	6.8	11.1	3.0
Elementary Principal ..	296	56	81.1	18.9	21.5	19.0
Assistant Principal.....	173	25	85.6	14.4	13.2	8.5
Teaching Principal.....	248	87	64.9	35.1	14.4	29.5

1/ THE MAINE PUBLIC SCHOOL ADMINISTRATOR, Center for Educational Field Services, May 1977.

2/ Percentages may not add up to 100 percent due to rounding.

3/ In 1978, a female superintendent was hired by Mount Desert Island School District.

TABLE 25  
CHANGES IN PERCENT DISTRIBUTION OF EMPLOYED BY MAJOR INDUSTRY OCCUPATIONS AND SEX  
STATE OF MAINE: 1970 1/ AND 1976 2/

Occupation	Construction		Total		Manufacturing		Non-durable Goods		Transportation, Communication, Utilities		Wholesale Trade		Retail Trade		Finance, Insurance, Real Estate		Public Administration & Services		Professional Services
	1970	1976	1970	1976	1970	1976	1970	1976	1970	1976	1970	1976	1970	1976	1970	1976	1970	1976	
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Female.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional, Technical	4.0	2.2	5.8	7.7	7.3	8.8	4.9	6.9	6.6	11.8	3.0	1.9	0.9	6.8	1.9	58.0	64.9	13.7	18.9
Male.....	5.0	2.2	1.8	4.4	2.1	4.7	1.7	4.4	2.8	3.6	1.6	0.7	1.5	2.1	5.9	46.6	45.7	7.9	9.5
Female.....	5.0	2.2	1.8	4.4	2.1	4.7	1.7	4.4	2.8	3.6	1.6	0.7	1.5	2.1	5.9	46.6	45.7	7.9	9.5
Managers, Administrators	10.6	10.3	5.2	7.4	6.0	9.4	4.7	6.2	10.0	15.1	18.8	28.6	26.5	29.6	27.7	28.8	9.0	9.9	19.5
Male.....	4.1	10.3	0.7	1.5	1.5	7.0	0.5	6.2	3.8	7.1	5.3	8.7	7.8	11.2	7.9	15.7	2.5	2.9	13.6
Female.....	4.1	10.3	0.7	1.5	1.5	7.0	0.5	6.2	3.8	7.1	5.3	8.7	7.8	11.2	7.9	15.7	2.5	2.9	13.6
Sales Workers	0.3	1.7	1.2	1.2	1.1	0.6	2.0	1.5	1.3	3.6	21.7	31.7	17.5	11.2	38.1	38.5	0.3	0.0	0.3
Male.....	0.3	1.7	0.5	1.2	0.6	0.4	0.4	1.5	0.9	3.6	6.6	17.5	11.2	21.4	7.3	3.9	0.1	0.3	0.2
Female.....	0.3	1.7	0.5	1.2	0.6	0.4	0.4	1.5	0.9	3.6	6.6	17.5	11.2	21.4	7.3	3.9	0.1	0.3	0.2
Clerical, Kindred Workers	1.8	2.2	5.1	5.3	5.1	4.1	5.1	6.2	8.7	9.7	7.5	3.2	4.6	4.9	15.6	11.5	3.4	4.2	25.2
Male.....	67.3	100.0	13.3	17.7	19.2	16.3	11.6	18.1	79.9	71.4	54.0	27.8	31.1	80.0	74.5	21.4	26.7	68.0	52.4
Female.....	67.3	100.0	13.3	17.7	19.2	16.3	11.6	18.1	79.9	71.4	54.0	27.8	31.1	80.0	74.5	21.4	26.7	68.0	52.4
Crafts, Kindred Workers	60.4	61.6	26.8	28.1	32.4	33.5	23.4	24.6	30.0	29.0	14.6	6.3	16.9	16.1	2.8	3.8	4.1	3.1	8.9
Male.....	15.5	61.6	4.6	6.9	4.0	4.7	4.8	7.5	2.7	3.6	2.7	4.3	1.5	0.1	0.1	2.6	0.0	0.2	13.7
Female.....	15.5	61.6	4.6	6.9	4.0	4.7	4.8	7.5	2.7	3.6	2.7	4.3	1.5	0.1	0.1	2.6	0.0	0.2	13.7
Operatives, Except Transport	3.4	2.2	37.6	35.1	27.0	27.6	44.1	40.0	3.2	3.2	9.3	6.3	9.5	7.2	0.2	1.3	0.5	1.9	1.1
Male.....	1.1	2.2	75.8	67.0	68.4	67.4	77.9	66.9	2.5	2.5	23.5	13.0	3.9	3.6	0.6	1.1	0.6	0.3	0.3
Female.....	1.1	2.2	75.8	67.0	68.4	67.4	77.9	66.9	2.5	2.5	23.5	13.0	3.9	3.6	0.6	1.1	0.6	0.3	0.3
Transport Equip. Operatives	6.2	6.5	4.7	4.7	4.0	5.3	5.1	4.2	29.0	26.9	15.7	11.1	6.0	5.8	0.3	1.2	0.0	2.2	1.1
Male.....	1.2	6.5	0.1	4.7	0.2	5.3	0.1	4.2	5.0	10.7	0.9	0.2	5.8	0.3	0.1	0.1	0.3	0.1	0.1
Female.....	1.2	6.5	0.1	4.7	0.2	5.3	0.1	4.2	5.0	10.7	0.9	0.2	5.8	0.3	0.1	0.1	0.3	0.1	0.1
Laborers	12.3	14.6	10.1	8.1	15.0	9.4	7.1	7.3	8.0	1.1	8.2	11.1	8.0	13.0	3.5	7.7	1.0	0.5	2.6
Male.....	5.4	14.6	2.5	1.5	3.6	9.4	7.1	7.3	0.9	1.1	3.7	11.1	8.0	13.0	3.5	7.7	1.0	0.5	2.6
Female.....	5.4	14.6	2.5	1.5	3.6	9.4	7.1	7.3	0.9	1.1	3.7	11.1	8.0	13.0	3.5	7.7	1.0	0.5	2.6
Service Workers	1.0	0.5	3.1	2.3	2.1	1.2	3.7	3.1	3.2	3.2	1.2	0.9	9.0	11.2	5.0	7.7	21.5	16.8	25.7
Male.....	1.0	0.5	3.1	2.3	2.1	1.2	3.7	3.1	3.2	3.2	1.2	0.9	9.0	11.2	5.0	7.7	21.5	16.8	25.7
Female.....	1.0	0.5	3.1	2.3	2.1	1.2	3.7	3.1	3.2	3.2	1.2	0.9	9.0	11.2	5.0	7.7	21.5	16.8	25.7

1/ Bureau of Census, 1970 Census of Population: Detailed Characteristics, Maine Table 180.  
2/ Bureau of Census: 1976 Survey of Income and Education.  
3/ Includes: Hospitals, Health Services, Welfare and Religious, and Educational Services.  
4/ Includes: Federal and Postal, State and Local Government.

**TABLE 26**  
**CHANGES IN PERCENT DISTRIBUTION OF MAJOR OCCUPATIONS**  
**BY SELECTED INDUSTRIES BY SEX**  
**STATE OF MAINE: 1970 - 1975 1/**

Occupation	Paper Allied Products		Printing Publishing		Textiles		Electrical Equipment		Transport Equipment		Utilities		Banking		Insurance	
	1970	1975	1970	1975	1970	1975	1970	1975	1970	1975	1970	1975	1970	1975	1970	1975
<b>TOTAL</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Female .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>MANAGER</b>																
Male .....	7.0	9.9	10.7	11.3	7.5	8.6	11.2	15.6	6.1	7.4	17.3	19.5	49.1	54.8	24.4	28.1
Female .....	0.3	1.6	1.5	1.6	0.3	1.1	0.3	0.7	0.4	2.7	0.0	2.0	3.6	6.0	2.3	5.7
<b>PROFESSIONAL WORKER</b>																
Male .....	3.9	3.8	8.2	10.4	1.3	1.0	5.6	7.5	2.6	2.1	7.3	8.1	0.7	7.5	16.3	23.6
Female .....	0.6	2.3	13.0	9.3	0.1	0.1	0.1	0.4	4.7	5.4	1.6	3.1	0.0	0.7	1.9	7.8
<b>TECHNICAL WORKER</b>																
Male .....	2.6	3.5	1.1	2.4	1.6	0.6	5.2	5.0	8.2	5.6	6.7	8.4	5.8	4.6	6.8	5.6
Female .....	6.9	6.2	0.0	0.7	0.4	0.2	0.2	1.1	2.2	5.4	0.3	0.7	0.9	0.7	3.0	3.8
<b>SALES WORKER</b>																
Male .....	0.2	0.3	4.5	5.2	0.1	0.2	3.2	0.4	0.6	0.1	0.5	0.5	0.3	0.2	46.5	36.9
Female .....	0.1	0.2	3.5	6.4	1.0	0.5	0.7	0.1	1.3	0.0	1.6	1.3	0.0	2.6	0.4	1.2
<b>OFFICE CLERICAL WORKER</b>																
Male .....	3.1	2.8	8.4	10.3	1.8	1.6	5.0	2.7	6.2	2.2	6.0	5.7	38.8	24.7	3.5	3.3
Female .....	35.7	32.6	59.3	58.9	8.5	9.0	7.1	9.1	81.0	51.4	95.8	92.6	94.0	88.0	90.0	81.2
<b>CRAFTS WORKERS</b>																
Male .....	34.1	31.9	32.7	37.3	18.3	16.9	34.6	43.7	52.3	56.0	37.8	35.3	-	1.0	0.6	0.7
Female .....	5.1	0.6	8.5	9.1	7.8	10.5	1.2	2.7	3.4	9.7	0.0	0.0	-	1.4	0.0	0.1
<b>OPERATIVE</b>																
Male .....	30.8	33.6	21.7	9.6	33.4	33.8	32.5	20.8	16.8	18.4	20.6	18.4	-	0.3	0.2	0.1
Female .....	29.5	31.5	8.0	8.4	57.8	53.4	62.2	70.9	4.3	19.7	0.5	0.0	-	0.0	0.0	0.0
<b>LABORER</b>																
Male .....	15.0	12.3	9.6	9.5	33.2	36.5	0.9	3.0	5.8	7.0	3.2	4.1	0.4	0.8	-	0.1
Female .....	18.9	22.3	3.5	3.6	23.7	25.1	28.0	14.9	0.0	2.7	0.3	0.2	0.1	0.0	-	0.0
<b>SERVICE WORKER</b>																
Male .....	3.2	2.0	3.1	3.8	2.8	0.8	2.0	1.3	1.6	1.2	0.6	0.1	4.9	6.0	1.6	1.6
Female .....	2.6	2.6	2.8	2.0	0.4	0.3	0.2	0.1	2.6	3.1	0.0	0.0	1.4	0.5	2.4	0.8

1/ Equal Employment Opportunity Commission Reports: Job Patterns for Minorities and Women in Private Industry, Maine 1970, 1975.

**TABLE 27**  
**MEDIAN EARNINGS FULL TIME WORKERS BY SEX AND**  
**OCCUPATION**  
**UNITED STATES 1976 1/**

Occupation	Median Weekly Women	Median Weekly Men	Women's Earnings as a % Men
Professional-Technical . . . . .	\$218	\$299	73
Managerial-Administrative . . . . .	\$187	\$320	58
Sales . . . . .	\$111	\$244	45
Clerical . . . . .	\$147	\$228	64
Craft . . . . .	\$149	\$243	61
Operator . . . . .	\$121	\$202	60
Transportation Equipment	-	\$216	-
Labor . . . . .	\$121	\$166	73
Service . . . . .	\$109	\$170	64
Farm . . . . .	\$107	\$122	88

1/ "U.S. Working Women: A Databook."

TABLE 28  
ENROLLMENT IN MAJOR AND SELECTED VOCATIONAL  
EDUCATION PROGRAMS BY SEX  
YEAR ENDING JUNE 1977 1/  
STATE OF MAINE

Program	Both Sexes Total	Female	
		Total	Percent Distribution
TOTAL .....	81,400	28,031	100.0
AGRICULTURE.....	1,107	172	0.6
DISTRIBUTION.....	2,256	903	3.2
HEALTH.....	5,046	3,592	12.8
CONSUMER AND HOMEMAKING .....	10,329	8,547	30.5
OCCUPATIONAL PREPATION .....	994	682	2.4
OFFICE .....	14,328	11,539	41.2
TECHNICAL.....	1,464	164	0.6
Aeronautical, Automotive Tech .....	11	0	
Chemical Technology .....	21	4	
Civil Technology .....	129	12	
Commercial Pilot Training...	36	4	
Electrical Technology .....	297	3	
Environmental Technology ..	99	6	
Fire and Fire Safety Technology .....	134	1	
Instrumental Technology .....	286	36	
Oceanographic Technology ..	37	18	
Police Science .....	202	40	
Other Technical.....	212	40	
TRADES AND INDUSTRY...	17,885	1,561	5.6
Aviation Occupations .....	51	15	
Arts Occupations.....	575	256	
Commercial Art.....	70	49	
Graphic Art.....	377	164	
Commercial Photography ..	128	43	
Blueprint Reading .....	328	37	
Construction Occupations...	4,428	122	
Carpentry .....	1,956	57	
Electricity .....	1,164	21	
Masonry .....	241	9	
Plumbing, Pipefitting.....	650	5	
Other.....	417	30	
Drafting Occupations .....	735	107	
Electrical, Electronic Occupations .....	835	22	
Maintenance, Repair Occupations .....	4,709	117	
Air Conditioning, Refrig- eration.....	662	3	
Appliance, Instrument.....	363	7	
Automotive.....	2,979	98	
Diesel .....	124	0	
Small Engine .....	581	9	
Maritime and Fisheries Occupations .....	362	17	
Metal Working Occupations...	2,573	36	
Machine Shop .....	328	4	
Machine Tool .....	443	5	
Sheet Metal .....	176	0	
Welding and Cutting .....	1,552	27	
Tool and Die Making.....	12	0	
Other.....	62	0	
Personal Service Occupations	208	112	
Public Service Occupations ..	1,371	102	
Firefighter Training.....	975	0	
Law Enforcement Training ..	209	14	
Other.....	187	88	
Supervisor, Management Development.....	135	45	
Woodworking Occupations ..	255	35	
Other Trades and Industry ..	1,602	538	
SPECIAL PROGRAMS.....	27,991	871	3.1
Industrial Arts.....	24,045	-	
Other Special.....	3,946	871	

1/ Maine State Department of Educational and Cultural Services.

**TABLE 29**  
**UNIVERSITY OF MAINE DEGREES CONFERRED, BY SEX 1974 - 1977 1/**

Degree Conferred	1976 - 1977		1975 - 1976		1974 - 1975	
	Total	Female	Total	Female	Total	Female
TOTAL.....	4,505	2,208	4,477	2,057	4,154	1,959
Agriculture, Natural Resources .....	182	40	202	40	53	8
Biological Sciences .....	209	66	211	63	191	58
Business and Management .....	319	61	286	47	253	32
Communications .....	32	19	27	12	17	5
Computer and Information Services ..	2	1	-	-	-	-
Education .....	1,343	821	1,346	827	1,532	916
Engineering .....	219	6	206	12	191	3
Fine and Applied Arts .....	65	36	64	44	43	30
Foreign Languages .....	48	32	57	40	56	43
Health Professions .....	123	122	117	117	113	105
Home Economics .....	96	88	88	82	102	96
Law .....	73	23	79	19	53	8
Letters .....	181	110	194	109	197	125
Library Sciences .....	22	20	30	24	42	35
Mathematics .....	45	18	90	30	61	23
Physical Sciences .....	43	9	50	8	35	6
Psychology .....	98	55	108	54	131	64
Public Affairs .....	199	90	173	84	105	29
Social Sciences .....	275	108	357	137	378	125
Interdisciplinary Studies .....	77	45	52	20	29	12
Associate Degrees 2/ .....	854	438	740	288	572	236

1/ Office of Budget: University of Maine.

2/ Includes health services, paramedical technologies; mechanical engineering technologies; natural science technologies; business and commerce technologies; police and law enforcement; and financial planning.



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